

119TH CONGRESS  
2D SESSION

# H. R. 9086

To amend the Foreign Service Act of 1980 to modify and improve that Act.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 2, 2026

Mr. LAWLER (for himself and Mr. MAST) introduced the following bill; which was referred to the Committee on Foreign Affairs, and in addition to the Committee on Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Foreign Service Act of 1980 to modify and improve that Act.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4       (a) SHORT TITLE.—This Act may be cited as the  
5       “Foreign Service Modernization Act”.

6       (b) TABLE OF CONTENTS.—The table of contents for  
7       this Act is as follows:

Sec. 1. Short title; table of contents.

Sec. 2. Reference.

Sec. 3. Effect of amendments on conforming changes to tables of contents.

## TITLE I—GENERAL PROVISIONS

- Sec. 101. Definitions.
- Sec. 102. Returning policy execution to diplomatic efforts.
- Sec. 103. Recruiting from nontraditional institutions of higher education.

## TITLE II—MANAGEMENT OF SERVICE

- Sec. 201. Expeditionary diplomacy.
- Sec. 202. Additional authority.
- Sec. 203. Clarification of the role of Director General of the Foreign Service.
- Sec. 204. Board of Examiners for the Service.
- Sec. 205. Cybersecurity, technology governance, and operational coordination.

## TITLE III—APPOINTMENTS

- Sec. 301. Sense of Congress.
- Sec. 302. Foreign Service Pathway for Veterans Program.
- Sec. 303. Commitment in hiring process relating to participation in the Foreign Service fellowship program.

## TITLE IV—CLASSIFICATION OF POSITIONS AND ASSIGNMENTS

- Sec. 401. Protection of external training, education, and details.

## TITLE V—PROMOTION AND RETENTION

- Sec. 501. Joint duty requirement.
- Sec. 502. Timely publication and congressional notification of tenure and promotion lists.
- Sec. 503. Matters relating to recruitment process of public members of the Foreign Service selection boards.
- Sec. 504. Legislative branch experience.

## TITLE VI—CAREER DEVELOPMENT, TRAINING, AND ORIENTATION

- Sec. 601. Access to Information Center.
- Sec. 602. List of critical foreign languages.
- Sec. 603. Use of world language skills.
- Sec. 604. Diplomatic security fellowship program.
- Sec. 605. Bureau of African Affairs staffing.
- Sec. 606. Contracting Officer's Representative and Agreement Officer's representative training.
- Sec. 607. Training for Foreign Service Officers.
- Sec. 608. Crisis management and strategy leadership training.
- Sec. 609. Structured training framework and protected training periods.
- Sec. 610. Leadership training.
- Sec. 611. Training relating to critical minerals.
- Sec. 612. Training at consular posts.
- Sec. 613. Strengthening diplomatic security training standards.
- Sec. 614. Mandatory crisis leadership and emergency management training program for senior personnel.
- Sec. 615. Cybersecurity, technology, and artificial intelligence training.
- Sec. 616. Veterans Innovation Partnership Fellowship Program; placement and conversion support.
- Sec. 617. Reviews of the Foreign Service career tracks.

Sec. 618. Integration of Foreign Service recruitment into military transition programs.

#### TITLE VII—OTHER MATTERS

Sec. 701. Tax residency for Foreign Service Officers.

Sec. 702. Internships for part-time students.

Sec. 703. Diplomatic Reserve Corps Pilot Program.

#### 1 **SEC. 2. REFERENCE.**

2 Except as otherwise expressly provided, whenever in  
3 this Act an amendment or repeal is expressed in terms  
4 of an amendment to, or repeal of, a section, chapter, title,  
5 or other provision, the reference shall be considered to be  
6 made to a section, chapter, title, or other provision, respec-  
7 tively, of the Foreign Service Act of 1980 (22 U.S.C. 3901  
8 et seq.).

#### 9 **SEC. 3. EFFECT OF AMENDMENTS ON CONFORMING** 10 **CHANGES TO TABLES OF CONTENTS.**

11 When an amendment in this Act to the Foreign Serv-  
12 ice Act of 1980 (22 U.S.C. 3901 et seq.) adds a section  
13 or larger organizational unit to the Act, repeals or trans-  
14 fers a section or larger organizational unit in the Act, or  
15 amends the designation or heading of a section or larger  
16 organizational unit in the Act, that amendment also shall  
17 have the effect of amending any table of contents or simi-  
18 lar tabular entries in the Act to alter the table to conform  
19 to the changes made by the amendment.

## 20 **TITLE I—GENERAL PROVISIONS**

#### 21 **SEC. 101. DEFINITIONS.**

22 Section 102 (22 U.S.C. 3902) is amended—

1           (1) by redesignating paragraphs (3) through  
2           (12) as paragraphs (4) through (13), respectively;  
3           and

4           (2) by inserting after paragraph (2) the fol-  
5           lowing:

6           “(3) ‘appropriate congressional committees’  
7           means—

8                   “(A) the Committee on Foreign Affairs of  
9                   the House of Representatives; and

10                   “(B) the Committee on Foreign Relations  
11                   of the Senate.”.

12 **SEC. 102. RETURNING POLICY EXECUTION TO DIPLOMATIC**  
13 **EFFORTS.**

14           Section 104 (22 U.S.C. 3904) is amended—

15           (1) in paragraph (2), by striking “and” at the  
16           end;

17           (2) in paragraph (3), by striking the period at  
18           the end and inserting “; and”; and

19           (3) by adding at the end the following:

20                   “(4) implement and execute the foreign policy  
21                   of the United States through the conduct of diplo-  
22                   macy, the management of programs, and the ad-  
23                   vancement of United States interests consistent with  
24                   policies established by the President and Secretary  
25                   in accordance with this Act.”.

1 **SEC. 103. RECRUITING FROM NONTRADITIONAL INSTITU-**  
2 **TIONS OF HIGHER EDUCATION.**

3 Section 105 (22 U.S.C. 3905) is amended by adding  
4 at the end the following:

5 “(f) RECRUITING FROM NONTRADITIONAL INSTITU-  
6 TIONS OF HIGHER EDUCATION.—

7 “(1) SENSE OF CONGRESS.—It is the sense of  
8 Congress that the Service should actively recruit  
9 candidates from nontraditional institutions of higher  
10 education, including community colleges, junior col-  
11 leges, career and technical colleges, and other open-  
12 access or workforce-oriented institutions.

13 “(2) OUTREACH.—The Secretary should ensure  
14 that outreach, information sessions, and preparation  
15 resources related to the Foreign Service officer selec-  
16 tion process and other entry programs are regularly  
17 conducted at nontraditional institutions of higher  
18 education. In carrying out this subsection, the Sec-  
19 retary may—

20 “(A) partner, where appropriate, with in-  
21 stitutional career centers, faculty, and student  
22 organizations to expand awareness of Service  
23 careers;

24 “(B) leverage digital and hybrid outreach  
25 methods to reach students and alumni who may

1 not be geographically near current recruitment  
2 hubs; and

3 “(C) collaborate with other Federal depart-  
4 ments and agencies engaged in workforce out-  
5 reach at nontraditional institutions of higher  
6 education.”.

7 **TITLE II—MANAGEMENT OF**  
8 **SERVICE**

9 **SEC. 201. EXPEDITIONARY DIPLOMACY.**

10 Section 207 (22 U.S.C. 3927) is amended—

11 (1) in subsection (a)—

12 (A) in paragraph (1), by striking “and” at  
13 the end;

14 (B) in paragraph (2), by striking the pe-  
15 riod at the end and inserting “; and”; and

16 (C) by adding at the end the following:

17 “(3) shall exercise appropriate and effective risk  
18 management practices to encourage each relevant  
19 Government executive branch employee in such for-  
20 eign country to regularly and meaningfully engage in  
21 expeditionary diplomacy with the population of such  
22 country.”; and

23 (2) by adding at the end the following:

24 “(e) TIGER TEAM.—

1           “(1) ESTABLISHMENT.—Not later than 90 days  
2           after the date of the enactment of this subsection,  
3           the Secretary shall establish a team (to be known as  
4           the ‘Tiger Team’) to provide to the Secretary a plan  
5           to achieve the following:

6                   “(A) Improve the capability, and willing-  
7                   ness, of chiefs of mission, Regional Security Of-  
8                   ficers, and Regional Medical Officers to approve  
9                   expeditionary diplomacy.

10                   “(B) Improve the capability, and willing-  
11                   ness, of members of the Foreign Service to reg-  
12                   ularly practice expeditionary diplomacy.

13           “(2) COMPOSITION.—The Tiger Team shall  
14           consist of the following individuals from the Depart-  
15           ment, to be appointed by the Secretary:

16                   “(A) A senior-level officer or employee who  
17                   shall—

18                           “(i) serve as the ‘Tiger Team Leader’;

19                           “(ii) be accountable for the activities  
20                           of the Tiger Team under this subsection;  
21                           and

22                           “(iii) not serve concurrently in an-  
23                           other assignment or position at the De-  
24                           partment during their tenure as Tiger  
25                           Team Leader.

1                   “(B) Not less than one officer or employee  
2                   from each of the following offices:

3                   “(i) The Under Secretary for Political  
4                   Affairs;

5                   “(ii) The Bureau of Diplomatic Secu-  
6                   rity;

7                   “(iii) The Bureau of Administration;

8                   “(iv) The Bureau of Diplomatic Tech-  
9                   nology;

10                  “(v) The Bureau of Human Re-  
11                  sources;

12                  “(vi) The Bureau of Medical Services;  
13                  and

14                  “(vii) The Bureau of Overseas Build-  
15                  ing Operations.

16                  “(C) Not less than one individual who has  
17                  international development experience and exper-  
18                  tise;

19                  “(3) CONGRESSIONAL NOTIFICATION.—Not  
20                  later than 90 days after the date of the enactment  
21                  of this subsection, the Secretary shall notify Con-  
22                  gress of the names and titles of the appointed to the  
23                  Tiger Team under paragraph (2).

24                  “(4) PLAN FOR EXPEDITIONARY DIPLOMACY.—



1           “(A) IN GENERAL.—The plan required to  
2           be submitted by the Tiger Team shall include  
3           the following:

4                   “(i) A description of the manner in  
5                   which the Secretary, working through the  
6                   Tiger Team, shall—

7                           “(I) assess the current state of  
8                           the Department’s ability and willing-  
9                           ness to practice expeditionary diplo-  
10                          macy;

11                          “(II) review previous and current  
12                          Department efforts and historical rec-  
13                          ommendation reports, external and in-  
14                          ternal, on expeditionary diplomacy;

15                          “(III) assess the current chal-  
16                          lenges experienced by the Depart-  
17                          ment, chiefs of mission, and members  
18                          of the Service in practicing expedi-  
19                          tionary diplomacy; and

20                          “(IV) produce policy, regulations,  
21                          and legislative recommendations to  
22                          address such challenges.

23                   “(ii) A timeline for implementing, car-  
24                   rying out, and completing this plan by the  
25                   date required under subparagraph (B).

1 “(iii) A description of the additional  
2 funding, personnel, or other resources of  
3 the Department required to carry out the  
4 plan, including any modification of applica-  
5 ble statutory or administrative authorities.

6 “(B) IMPLEMENTATION.—The Secretary  
7 shall implement to the plan under this para-  
8 graph not later than the date that is 12 months  
9 after the date of the enactment of this sub-  
10 section.

11 “(5) REPORT.—

12 “(A) IN GENERAL.—Not later than two  
13 years after the date of the enactment of this  
14 subsection, the Tiger Team shall submit to the  
15 appropriate congressional committees a report  
16 on the activities of the Tiger Team undertaken  
17 pursuant to this subsection. The report shall in-  
18 clude the following:

19 “(i) A description of the challenges re-  
20 lated to expeditionary diplomacy identified,  
21 including challenges identified by the  
22 Comptroller General of the United States.

23 “(ii) A description of recommenda-  
24 tions to address such challenges, including  
25 the resources, staffing, authorities, and

1 legislative changes required for implemen-  
2 tation.

3 “(iii) A timeline for the implementa-  
4 tion of such recommendations.

5 “(iv) A designation of an office re-  
6 sponsible for monitoring the implementa-  
7 tion of such recommendations following the  
8 termination of the Tiger Team pursuant to  
9 paragraph (6).

10 “(B) IMPLEMENTATION.—For the period  
11 of 90 days after the date on which the report  
12 is submitted, the Tiger Team shall oversee and  
13 monitor the implementation of recommenda-  
14 tions submitted in such report.

15 “(6) TERMINATION.—The Secretary shall ter-  
16 minate the Tiger Team not later than the date that  
17 is 90 days after the date on which the final report  
18 required by paragraph (5) is submitted.”.

19 **SEC. 202. ADDITIONAL AUTHORITY.**

20 Section 207(a)(1) (22 U.S.C. 3927(a)(1)) is amended  
21 by inserting before the semicolon at the end the following:  
22 “, Diplomatic Security special agents assigned as Regional  
23 Security Officers shall support the chief of mission in  
24 meeting security responsibilities for the United States

1 Government by serving as the principal security and lead  
2 law enforcement representatives to chiefs of mission.”.

3 **SEC. 203. CLARIFICATION OF THE ROLE OF DIRECTOR GEN-**  
4 **ERAL OF THE FOREIGN SERVICE.**

5 Section 208 (22 U.S.C. 3928) is amended by striking  
6 the period at the end of the first sentence and inserting  
7 the following: “and shall be appointed to serve concur-  
8 rently as the Assistant Secretary for Human Resources.”.

9 **SEC. 204. BOARD OF EXAMINERS FOR THE SERVICE.**

10 Section 211 (22 U.S.C. 3931) is amended in the sec-  
11 ond sentence by striking “or training in the fields of test-  
12 ing” and inserting “academic study, background in diplo-  
13 macy,”.

14 **SEC. 205. CYBERSECURITY, TECHNOLOGY GOVERNANCE,**  
15 **AND OPERATIONAL COORDINATION.**

16 Chapter 2 of title I is amended by adding at the end  
17 the following:

18 **“SEC. 212. CYBERSECURITY, TECHNOLOGY GOVERNANCE,**  
19 **AND OPERATIONAL COORDINATION.**

20 “(a) IN GENERAL.—The Secretary shall establish  
21 and maintain a cybersecurity and technology governance  
22 framework to support Service operations at United States  
23 missions abroad, including unified authority, account-  
24 ability, and coordination for the protection of information  
25 systems, data, and mission technology.

1       “(b) ROLES AND RESPONSIBILITIES.—The frame-  
2 work required under subsection (a) should—

3           “(1) delineate the roles and responsibilities of  
4 the Bureau of Diplomatic Technology, the Bureau of  
5 Diplomatic Security, regional bureaus, and chiefs of  
6 mission with respect to—

7                   “(A) cybersecurity policy and standards;

8                   “(B) operational cybersecurity implementa-  
9 tion;

10                  “(C) technology lifecycle management, in-  
11 cluding hardware accountability and supply  
12 chain risk;

13                  “(D) artificial intelligence governance and  
14 risk management;

15                  “(E) incident detection and response;

16                  “(F) vulnerability management; and

17                  “(G) risk mitigation and reporting;

18           “(2) establish clear lines of authority for cyber-  
19 security and technology incident response and esca-  
20 lation, including at a post abroad;

21           “(3) require coordination mechanisms between  
22 the Bureau of Diplomatic Technology and the Bu-  
23 reau of Diplomatic Security to ensure integration of  
24 cyber, physical, personnel, and supply chain security  
25 measures; and

1           “(4) ensure that a chief of mission is informed  
2           of, and accountable for, the cybersecurity and tech-  
3           nology posture at the post of such chief of mission,  
4           consistent with section 207.

5           “(c) SECURE HARDWARE AND SUPPLY CHAIN PRO-  
6           TECTIONS.—The Secretary shall ensure the implementa-  
7           tion of policies governing—

8           “(1) inventory control and accountability of  
9           Government-issued hardware at a United States  
10          mission abroad;

11          “(2) mitigation of foreign supply chain risks at  
12          United States missions abroad;

13          “(3) inspection and validation of equipment be-  
14          fore deployment at United States missions abroad;  
15          and

16          “(4) procedures for handling equipment that is  
17          compromised or suspected to be compromised at  
18          United States missions abroad.

19          “(d) INCIDENT RESPONSE PROTOCOLS.—The Sec-  
20          retary shall ensure the development and implementation  
21          of standardized cybersecurity and technology incident re-  
22          sponse protocols for United States missions abroad, in-  
23          cluding defined reporting timelines and inter-bureau co-  
24          ordination requirements.

1       “(e) RULE OF CONSTRUCTION.—Nothing in this sec-  
 2 tion may be construed to limit the authority of a chief  
 3 of mission under section 207 with respect to oversight of  
 4 cybersecurity and technology posture at a United States  
 5 mission abroad.”.

## 6       **TITLE III—APPOINTMENTS**

### 7       **SEC. 301. SENSE OF CONGRESS.**

8       Section 304 (22 U.S.C. 3944) is amended by adding  
 9 at the end the following:

10       “(c) SENSE OF CONGRESS.—It is the sense of Con-  
 11 gress that—

12               “(1) detailed knowledge and requisite experi-  
 13 ence formulating and executing United States for-  
 14 eign policy, including a working understanding of  
 15 Department operations and procedures, is vital for  
 16 chiefs of mission, Assistant Secretaries of State, and  
 17 other senior officials at the Department to success-  
 18 fully advance United States national security, and  
 19 for managing the Federal workforce, in order to ef-  
 20 fectively assert and expand United States competi-  
 21 tiveness and leadership abroad; and

22               “(2) the People’s Republic of China and other  
 23 adversaries are rapidly expanding their global diplo-  
 24 matic presences and it is imperative that the De-  
 25 partment is appropriately staffed by empowered,

1 nonpartisan foreign policy professionals and thor-  
2 oughly qualified and vetted political appointees, who  
3 work together to protect United States citizens and  
4 advance United States interests across the globe.”.

5 **SEC. 302. FOREIGN SERVICE PATHWAY FOR VETERANS**  
6 **PROGRAM.**

7 Chapter 3 of title I (22 U.S.C. 3941 et seq.) is  
8 amended by adding at the end the following:

9 **“SEC. 313. FOREIGN SERVICE PATHWAY FOR VETERANS**  
10 **PROGRAM.**

11 “(a) ESTABLISHMENT.—The Secretary shall estab-  
12 lish a program, to be known as the ‘Veterans and Foreign  
13 Service Pathway Program’, to recruit, prepare, and sup-  
14 port qualified individuals for service in the Service.

15 “(b) ELIGIBILITY.—The program required by sub-  
16 section (a) shall be open to—

17 “(1) veterans, as such term is defined in section  
18 2108 of title 5, United States Code;

19 “(2) members of the Armed Forces who are  
20 within one year of separation, retirement, or release  
21 from active duty in the Armed Forces.

22 “(c) MATTERS TO BE INCLUDED.—The program re-  
23 quired by subsection (a) shall include—



1           “(1) targeted recruitment aligned to Service ca-  
2       reer tracks, including Diplomatic Security, security  
3       engineering, cybersecurity, medical, and other roles;

4           “(2) mentorship and preparatory training for  
5       the Service application and assessment process;

6           “(3) coordination with relevant Department of-  
7       fices to facilitate candidate readiness for Service  
8       entry requirements;

9           “(4) outreach and engagement with military in-  
10      stallations and transition programs; and

11          “(5) coordination with existing fellowship and  
12      recruitment programs of the Department, including  
13      the Veterans Innovation Partnership Fellowship, to  
14      support pathways to Service employment.

15      “(d) STREAMLINED ACCESSION PILOT PROGRAM.—

16          “(1) IN GENERAL.—The Secretary is authorized  
17      to establish a pilot program to recruit and appoint  
18      qualified individuals described in subsection (b) into  
19      designated Service positions through streamlined  
20      hiring procedures.

21          “(2) COVERED POSITIONS.—The Secretary shall  
22      designate positions eligible under the pilot program,  
23      which may include the following:

24              “(A) Diplomatic Security special agent po-  
25      sitions.

1           “(B) Diplomatic courier positions capped  
2           at 10 percent annually.

3           “(C) Security engineering officer and secu-  
4           rity technical specialist positions.

5           “(D) Cybersecurity and technology-related  
6           positions.

7           “(E) Other Service positions identified by  
8           the Secretary as critical to mission readiness.

9           “(e) REQUIREMENTS.—The pilot program shall—  
10          “(1) maintain all applicable merit-based hiring  
11          principles and qualification standards; and

12          “(2) provide for expedited processing, assess-  
13          ment, and onboarding of candidates.

14          “(f) COORDINATION WITH DEPARTMENT OF DE-  
15          FENSE TRANSITION PROGRAMS.—The Secretary, in co-  
16          ordination with the Secretary of Defense, shall—

17          “(1) integrate information on Service career op-  
18          portunities, including Diplomatic Security roles, into  
19          the curricula and materials of the Transition Assist-  
20          ance Program of the Department of Defense;

21          “(2) conduct regular outreach to transitioning  
22          servicemembers at military installations; and

23          “(3) develop and maintain military occupational  
24          specialty crosswalks aligned to Service career tracks.

1 “(g) SUNSET.—The pilot program shall terminate on  
 2 the date that is five years after the date of enactment of  
 3 this section.

4 “(h) RULE OF CONSTRUCTION.—Nothing in this sec-  
 5 tion may be construed to alter or diminish existing Service  
 6 hiring standards or the authority of the Secretary to deter-  
 7 mine qualifications for appointment.”.

8 **SEC. 303. COMMITMENT IN HIRING PROCESS RELATING TO**  
 9 **PARTICIPATION IN THE FOREIGN SERVICE**  
 10 **FELLOWSHIP PROGRAM.**

11 Chapter 3 of title I (22 U.S.C. 3941 et seq.), as  
 12 amended by section 302, is further amended by adding  
 13 at the end the following:

14 **“SEC. 314. COMMITMENT IN HIRING PROCESS RELATING TO**  
 15 **PARTICIPATION IN THE FOREIGN SERVICE**  
 16 **FELLOWSHIP PROGRAM.**

17 “(a) IN GENERAL.—The Secretary, with consider-  
 18 ation of Department needs, shall assess the fitness and  
 19 suitability for hire of any individual who—

20 “(1) was selected for participation in a Foreign  
 21 Service fellowship program administered or funded  
 22 by the Department; and

23 “(2) has successfully completed all educational  
 24 and programmatic requirements of such fellowship  
 25 program.

1       “(b) ELIGIBILITY FOR APPOINTMENT.—An indi-  
2       vidual described in subsection (a) shall remain eligible for  
3       appointment as a Service officer, subject to—

4               “(1) successful completion of applicable secu-  
5       rity, medical, and suitability requirements; and

6               “(2) satisfaction of the appointment standards  
7       set forth in this Act.

8       “(c) PROHIBITION ON ARBITRARY WITHDRAWAL.—  
9       The Secretary shall assess the fitness and suitability for  
10      service of any individual described in subsection (a) with-  
11      out regard to—

12              “(1) changes in workforce planning, hiring tar-  
13      gets, or staffing levels; or

14              “(2) administrative or policy changes occurring  
15      after the individual’s selection for the fellowship pro-  
16      gram.

17      “(d) PRIORITIZING DEPARTMENT NEEDS.—In all  
18      cases of hiring of individuals described in subsection (a),  
19      the Secretary—

20              “(1) shall make final hiring decisions based on  
21      the utility of the hire to the Department’s mission;  
22      and

23              “(2) shall weigh favorably the prior military  
24      service and other relevant experiences of such indi-  
25      viduals with respect to fitness for service.

1       “(e) TIMING OF APPOINTMENT.—The Secretary shall  
2 consider for appointment all eligible individuals described  
3 in subsection (a) not later than 12 months after comple-  
4 tion of the fellowship’s educational requirements, unless  
5 the individual—

6               “(1) requests a deferral; or

7               “(2) is temporarily ineligible due to pending se-  
8 curity, medical, or suitability determinations.

9       “(f) NOTIFICATION AND REPORTING.—If the Sec-  
10 retary delays the assessment of the fitness and suitability  
11 for hire of an eligible individual described in subsection  
12 (a) beyond the period specified in subsection (f), the Sec-  
13 retary shall—

14               “(1) provide written notice to the individual de-  
15 scribing the reason for the delay not later than 15  
16 days after the date on which the delay begins; and

17               “(2) provide written notice to the Committee on  
18 Foreign Relations of the Senate and the Committee  
19 on Foreign Affairs of the House of Representatives  
20 describing the reason for the delay not later than 30  
21 days after the date on which the delay begins.”.

1   **TITLE IV—CLASSIFICATION OF**  
2   **POSITIONS AND ASSIGNMENTS**

3   **SEC. 401. PROTECTION OF EXTERNAL TRAINING, EDU-**  
4                   **CATION, AND DETAILS.**

5           Chapter 5 of title I (22 U.S.C. 3981 et seq.) is  
6   amended by adding at the end the following:

7   **“SEC. 506. PROTECTION OF EXTERNAL TRAINING, EDU-**  
8                   **CATION, AND DETAILS.**

9           “(a) DEFINITIONS.—In this section—

10                   “(1) the term ‘external training or education’  
11           means training, education, or fellowship programs  
12           conducted by entities other than foreign affairs  
13           agencies, including—

14                           “(A) other Federal departments or agen-  
15                           cies;

16                           “(B) the Legislative branch;

17                           “(C) State, local, Tribal, or territorial gov-  
18                           ernments;

19                           “(D) international organizations;

20                           “(E) accredited academic institutions; and

21                           “(F) other entities approved by the head of  
22                           the foreign affairs agency concerned; and

23                   “(2) the term ‘external detail’ means a tem-  
24           porary assignment, fellowship, or detail to an entity  
25           described in paragraph (1).

1       “(b) AUTHORIZATION.—A member of the Service  
2 may, with the approval of the head of the foreign affairs  
3 agency concerned, participate in external training, edu-  
4 cation, or details when such participation is determined  
5 to be in the interest of the United States.

6       “(c) UNIFORM CAREER PROTECTIONS.—A member  
7 of the Service participating in an approved external train-  
8 ing, education, or detail—

9               “(1) shall retain Service status, grade, and ap-  
10 pointment;

11              “(2) shall continue to accrue time-in-class,  
12 time-in-service, tenure eligibility, and retirement  
13 credit as if serving in a domestic assignment or an  
14 assignment in a foreign country;

15              “(3) shall remain fully eligible for promotion,  
16 pay increases, tenure, and awards on the same basis  
17 as members not on such assignments;

18              “(4) shall not be disadvantaged in assignments,  
19 bidding, performance evaluations, or career progres-  
20 sion solely because of such participation; and

21              “(5) shall not be required to resign, accept a  
22 limited appointment, or otherwise relinquish Service  
23 status as a condition of participation.

1       “(d) PERFORMANCE EVALUATION REQUIRE-  
2 MENTS.—Each foreign affairs agency shall ensure that  
3 members on approved external training or detail receive—

4               “(1) timely and meaningful performance evalua-  
5 tions;

6               “(2) evaluation standards and promotion pre-  
7 cepts that recognize the nature and value of external  
8 service; and

9               “(3) written guidance to supervisors outside  
10 foreign affairs agencies regarding evaluation respon-  
11 sibilities.

12       “(e) REENTRY AND ASSIGNMENT RIGHTS.—Upon  
13 completion of an approved external training or detail, a  
14 member—

15               “(1) shall be eligible for reassignment to posi-  
16 tions consistent with the member’s grade and profes-  
17 sional qualifications; and

18               “(2) shall not be required to compete for re-  
19 entry into the Service or otherwise be treated as a  
20 new entrant.

21       “(f) LIMITATION ON WAIVERS.—The protections of  
22 this section may not be waived except by statute.

23       “(g) REGULATIONS.—Not later than one year after  
24 the date of the enactment of this section, the head of each  
25 foreign affairs agency—



1 “(1) shall issue regulations implementing this  
 2 section, which shall be consistent across agencies to  
 3 the maximum extent practicable.

4 “(2) shall revise applicable regulations, evalua-  
 5 tion precepts, and personnel policies to ensure full  
 6 implementation of this section.

7 “(h) RULE OF CONSTRUCTION.—Nothing in this sec-  
 8 tion may be construed to conflict with the requirements  
 9 of section 504 or the regulations to implement such sec-  
 10 tion.”.

## 11 **TITLE V—PROMOTION AND** 12 **RETENTION**

### 13 **SEC. 501. JOINT DUTY REQUIREMENT.**

14 Section 601(c) (22 U.S.C. 4001(c)) is amended by  
 15 adding at the end the following:

16 “(7) PROMOTIONS.—

17 “(A) IN GENERAL.—The opening of a pro-  
 18 motion window, on or after the date that is five  
 19 years after the date of enactment of this paragraph,  
 20 of any Service officer, appointed under section  
 21 302(a)(1), who has general responsibility for car-  
 22 rying out the functions of the Service to the Senior  
 23 Foreign Service should be contingent upon such in-  
 24 dividual completing at least one joint duty assign-  
 25 ment.

1 “(B) EXCEPTIONS.—The Secretary may—

2 “(i) identify circumstances under which the  
3 requirements under subparagraph (A) shall not  
4 apply, which may include that the individual  
5 proposed for promotion to the Senior Foreign  
6 Service—

7 “(I) has met all other requirements  
8 applicable to such promotion; and

9 “(II) was unable to complete a joint  
10 duty assignment because there was not a  
11 reasonable opportunity for such individual  
12 to be assigned to such a position; and

13 “(ii) exempt Foreign Service Medical Spe-  
14 cialists who entered as a FS-01 rank and serve  
15 as a Regional Medical Officer from the require-  
16 ments under subparagraph (A).

17 “(C) JOINT DUTY ASSIGNMENT DEFINED.—In  
18 this paragraph, the term ‘joint duty assignment’  
19 means a tour of duty of not less than 12 months  
20 in—

21 “(i) a Federal department or agency other  
22 than the Department;

23 “(ii) the Congress, pursuant to a fellowship  
24 or detail program approved by the Secretary;

1           “(iii) an international organization of  
2           which the United States is a member, pursuant  
3           to a fellowship or detail program approved by  
4           the Secretary; or  
5           “(iv) a State or local government.”.

6 **SEC. 502. TIMELY PUBLICATION AND CONGRESSIONAL NO-**  
7 **TIFICATION OF TENURE AND PROMOTION**  
8 **LISTS.**

9           Section 601 (22 U.S.C. 4001) is amended by adding  
10 at the end the following:

11           “(d) REQUIREMENT.—Not later than 90 days after  
12 the conclusion of any Service tenure or promotion board  
13 whose recommendations require the advice and consent of  
14 the Senate, the Secretary—

15           “(1) should finalize the list of Service members  
16 recommended for tenure as well as Service officers  
17 and specialists recommended for promotion to and  
18 within the Senior Foreign Service; and

19           “(2) transmit such list to the President for  
20 nomination consideration to the Senate.

21           “(e) EXPEDIENT PROCESSING.—It is the sense of  
22 Congress that the Secretary should ensure that the admin-  
23 istrative review, clearance, and transmission of tenure and  
24 promotion recommendations are conducted in an expedi-  
25 tious manner, and that no avoidable administrative delay

1 prevents compliance with the deadline established under  
2 subsection (a).

3 “(f) LIMITED EXCEPTIONS.—The Secretary may  
4 delay publication of an individual name beyond the period  
5 specified in subsection (a) only if the delay is necessary  
6 due to an ongoing disciplinary, suitability, or security in-  
7 vestigation; and the affected officer is provided written no-  
8 tice of the reason for such delay. Any delay under this  
9 subsection should be limited to the minimum period nec-  
10 essary and shall not affect the publication of the remain-  
11 ing list.

12 “(g) ACCOUNTABILITY.—If the Secretary fails to  
13 meet the requirements of subsection (a), the Secretary  
14 shall, not later than 30 days after the expiration of the  
15 deadline, provide a briefing to the Committee on Foreign  
16 Relations of the Senate and the Committee on Foreign  
17 Affairs of the House of Representatives on the reasons  
18 for the failure to meet such requirements and corrective  
19 actions taken to prevent future delays.

20 “(h) RULE OF CONSTRUCTION.—Nothing in this sec-  
21 tion may be construed to alter the constitutional role of  
22 the Senate in providing advice and consent.”.

1 **SEC. 503. MATTERS RELATING TO RECRUITMENT PROCESS**  
2 **OF PUBLIC MEMBERS OF THE FOREIGN**  
3 **SERVICE SELECTION BOARDS.**

4 (a) PROHIBITION ON NEPOTISM.—Section 602 (22  
5 U.S.C. 4002) is amended by adding at the end the fol-  
6 lowing:

7 “(d) PROHIBITION ON NEPOTISM IN RECRUITMENT  
8 PROCESS.—

9 “(1) IN GENERAL.—No employee of the De-  
10 partment who is involved in, or has influence over,  
11 the recruitment, evaluation, or selection of public  
12 members of selection boards established under this  
13 section may refer, recommend, or otherwise facilitate  
14 the consideration of any individual with whom such  
15 employee has a personal connection.

16 “(2) PERSONAL CONNECTION DEFINED.—In  
17 this section, the term ‘personal connection’, with re-  
18 spect to an employee, includes—

19 “(A) a family member, including a spouse,  
20 domestic partner, parent, child, sibling, or any  
21 individual related by blood, marriage, or adop-  
22 tion, to the employee; and

23 “(B) any individual with whom the em-  
24 ployee has a close personal relationship, includ-  
25 ing a friend, former colleague, or any other re-

1 relationship that could reasonably give rise to an  
2 appearance of favoritism or bias.

3 “(3) DISCLOSURE.—

4 “(A) IN GENERAL.—Any Office of Per-  
5 formance Evaluation employee or other per-  
6 sonnel described in subsection (a) who becomes  
7 aware that an applicant for service as a public  
8 member of a selection board established under  
9 this section has a personal connection to such  
10 employee shall—

11 “(i) promptly disclose such relation-  
12 ship in writing to the Director of the Of-  
13 fice of Performance Evaluation; and

14 “(ii) recuse himself or herself from  
15 any further involvement in the recruitment,  
16 evaluation, or selection of that applicant.

17 “(B) RECORDKEEPING.—The Department  
18 shall maintain written records of all disclosures  
19 and recusals made under this paragraph.

20 “(4) PROHIBITION.—No applicant for service as  
21 a public member of a selection board established  
22 under this section may advance to the interview or  
23 selection stage if such applicant was referred, rec-  
24 ommended, or otherwise introduced into the appli-

1 cant pool by an employee in violation of this sub-  
2 section.

3 “(5) ADMINISTRATIVE DISCIPLINE.—Any em-  
4 ployee who knowingly violates the terms and condi-  
5 tions of this subsection shall be subject to appro-  
6 priate administrative discipline, in accordance with  
7 applicable law and regulations.”.

8 (b) CLARIFICATION OF RECRUITMENT SOURCES.—

9 (1) IN GENERAL.—Section 602 (22 U.S.C.  
10 4002), as amended by subsection (a), is further  
11 amended by adding at the end the following:

12 “(e) CLARIFICATION OF RECRUITMENT SOURCES.—

13 “(1) IN GENERAL.—The Secretary is authorized  
14 to revise and standardize all contract request memo-  
15 randa used for the appointment of public members  
16 to selection boards established under this section to  
17 ensure accuracy, transparency, and accountability in  
18 the recruitment process.

19 “(2) MATTERS TO BE INCLUDED.—Each con-  
20 tract request memorandum described in paragraph  
21 (1) shall include—

22 “(A) a clear description of the recruitment  
23 process through which the individual was identi-  
24 fied and selected;

1           “(B) the specific recruitment source of the  
2 individual, including whether the individual was  
3 identified through formal outreach, open appli-  
4 cation, or word-of-mouth referral;

5           “(C) the name and position of any Depart-  
6 ment employee or other individual who referred,  
7 recommended, or otherwise facilitated the indi-  
8 vidual’s entry into the recruitment process; and

9           “(D) any relevant documentation required  
10 under Department policies governing recruit-  
11 ment and selection.

12           “(3) ADDITIONAL MATTERS TO BE IN-  
13 CLUDED.—Each contract request memorandum de-  
14 scribed in paragraph (1) shall also include a signed  
15 written certification from the individual identified as  
16 the recruitment source stating that, to the best of  
17 that individual’s knowledge, the individual selected  
18 for appointment—

19           “(A) is not a family member; and

20           “(B) does not have a close personal rela-  
21 tionship that could reasonably give rise to an  
22 appearance of favoritism or bias.

23           “(4) FORMS AND PROCEDURES.—The Secretary  
24 shall establish standardized forms and procedures  
25 for the certification required under paragraph (3).



1           “(5) LIMITATION.—No contract for service as a  
2           public member of a selection board established under  
3           this section may be approved or executed unless the  
4           contract request memorandum complies with the re-  
5           quirements of this subsection.

6           “(6) RECORDKEEPING.—The Department—

7                   “(A) shall retain all contract request  
8                   memoranda and associated certifications re-  
9                   quired under this subsection for three years;  
10                  and

11                   “(B) shall make such records available for  
12                  review by appropriate oversight entities.”.

13           (2) EFFECTIVE DATE.—Subsection (e) of sec-  
14           tion 602 (22 U.S.C. 4002), as added by paragraph  
15           (1), shall apply to all contract request memoranda  
16           described in such subsection that are prepared on or  
17           after the date that is 180 days after the date of the  
18           enactment of this Act.

19           (c) INTERNAL CONTROLS FOR WORD-OF-MOUTH RE-  
20           FERRALS.—

21           (1) IN GENERAL.—Section 602 (22 U.S.C.  
22           4002), as amended by subsections (a) and (b), is  
23           further amended by adding at the end the following:

24           “(f) INTERNAL CONTROLS FOR WORD-OF-MOUTH  
25           REFERRALS.—

1           “(1) POLICY.—The Director General of the  
2           Service, acting through the Office of Performance  
3           Evaluation, shall establish and implement a stand-  
4           ardized, transparent, and consistently applied policy  
5           governing the use of ‘word-of-mouth referrals’ in the  
6           recruitment of public members for selection boards  
7           established under this section.

8           “(2) MATTERS TO BE INCLUDED.—The policy  
9           required by paragraph (1) shall—

10               “(A) define the term ‘word-of-mouth refer-  
11               ral’ to include any informal or direct commu-  
12               nication by Department personnel to an indi-  
13               vidual encouraging or inviting that individual to  
14               apply for service as a public member;

15               “(B) establish uniform procedures gov-  
16               erning when and how such referrals may be  
17               made;

18               “(C) ensure that such referrals are con-  
19               ducted in a manner consistent with merit-based  
20               selection principles and applicable ethics re-  
21               quirements; and

22               “(D) prohibit the use of informal referrals  
23               in a manner that circumvents established re-  
24               cruitment or outreach processes.

1           “(3) DOCUMENTATION.—The Assistant Sec-  
2       retary shall require that all word-of-mouth referrals  
3       be documented in writing. Such documentation shall  
4       include—

5           “(A) the name of the Department em-  
6       ployee making the referral;

7           “(B) the name of the individual referred;

8           “(C) the date and method of communica-  
9       tion; and

10          “(D) a brief description of the nature of  
11       communication, including whether the indi-  
12       vidual was encouraged or invited to apply.

13          “(4) LIMITATION.—No individual may advance  
14       in the recruitment process for service as a public  
15       member for a selection board established under this  
16       section unless the documentation required under this  
17       subsection has been completed and retained.

18          “(5) RECORDKEEPING.—The Department shall  
19       maintain records of all word-of-mouth referrals in a  
20       centralized system to ensure transparency, account-  
21       ability, and auditability for not less than three years,  
22       which shall be made available for review upon re-  
23       quest by appropriate oversight entities.”.

24          “(2) EFFECTIVE DATE.—Subsection (f) of sec-  
25       tion 602 (22 U.S.C. 4002), as added by paragraph

1 (1), shall take effect on the date that is 180 days  
 2 after the date of the enactment of this Act.

3 **SEC. 504. LEGISLATIVE BRANCH EXPERIENCE.**

4 Section 603(b) (22 U.S.C. 4003(b)) is amended—

5 (1) in paragraph (8), by striking “or” at the  
 6 end;

7 (2) in paragraph (9), by striking the period at  
 8 the end and inserting “; or”; and

9 (3) by adding at the end the following:

10 “(10) experience with the Legislative branch,  
 11 including fellowships in a congressional office or  
 12 committee, or within the Bureau of Legislative Af-  
 13 fairs of the Department.”.

14 **TITLE VI—CAREER DEVELOP-**  
 15 **MENT, TRAINING, AND ORI-**  
 16 **ENTATION**

17 **SEC. 601. ACCESS TO INFORMATION CENTER.**

18 Section 701 (22 U.S.C. 4021) is amended by adding  
 19 at the end the following:

20 “(h) ACCESS TO INFORMATION CENTER.—

21 “(1) IN GENERAL.—The Director of the Over-  
 22 seas Briefing Center, in coordination with the Direc-  
 23 tor of the National Foreign Affairs Training Center,  
 24 shall provide the appropriate congressional commit-

1       tees with access to the Information Center and its  
2       materials, including digital and physical materials.

3           “(2) SCHEDULING OPTIONS.—Not later than  
4       two days after a request by the appropriate congress-  
5       sional committees for access to the Information Cen-  
6       ter and its materials under paragraph (1), the Di-  
7       rector of the Overseas Briefing Center, in coordina-  
8       tion with the Bureau of Legislative Affairs of the  
9       Department, shall provide to the congressional com-  
10      mittees a list of options to schedule such access on  
11      a timely basis.”.

12 **SEC. 602. LIST OF CRITICAL FOREIGN LANGUAGES.**

13       (a) IN GENERAL.—Section 701 (22 U.S.C. 4021), as  
14      amended by section 601, is further amended by adding  
15      at the end the following:

16       “(i) LIST OF CRITICAL FOREIGN LANGUAGES.—

17           “(1) IN GENERAL.—Not later than 180 days  
18       after the date of the enactment of this subsection,  
19       and not less frequently than once every three years  
20       thereafter, the Secretary should designate, and make  
21       available to the Committee on Foreign Affairs of the  
22       House of Representatives and the Committee on  
23       Foreign Relations of the Senate, a list of critical for-  
24       eign languages for purposes of this Act.

1           “(2) MATTERS TO BE INCLUDED.—For each  
2           critical foreign language designated pursuant to  
3           paragraph (1), the Secretary shall include informa-  
4           tion in the list describing—

5                   “(A) minimum tested levels at which a  
6           member of the Service shall be considered to be  
7           proficient in the language; and

8                   “(B) criteria for determining positions for  
9           which such critical foreign language capability  
10          is mission essential.

11          “(3) COORDINATION.—In carrying out this sub-  
12          section, the Secretary shall, to the maximum extent  
13          practicable, coordinate with the heads of other Fed-  
14          eral departments and agencies that maintain foreign  
15          language capabilities, in order to promote interoper-  
16          ability, avoid duplication, and achieve cost savings to  
17          the taxpayer.

18          “(4) WORKFORCE PLANNING.—The Secretary  
19          should incorporate critical foreign language capa-  
20          bility planning into the career development, training,  
21          and assignment processes under this chapter, includ-  
22          ing through—

23                   “(A) the use of training at the National  
24          Foreign Affairs Training Center;

1           “(B) the use of limited noncareer appoint-  
2           ments and recall and reappointment authorities  
3           under sections 308 and 309 to address tem-  
4           porary or surge requirements; and

5           “(C) the development of a surge reserve of  
6           rehired officers and other appropriately cleared  
7           individuals with critical foreign language capa-  
8           bilities who may be activated rapidly in re-  
9           sponse to crises.

10          “(5) CRITICAL FOREIGN LANGUAGE DE-  
11          FINED.—In this subsection, the term ‘critical foreign  
12          language’ means a foreign language identified by the  
13          Secretary, in consultation with the heads of other  
14          Federal departments and agencies, as appropriate—

15               “(A) as essential to the protection of  
16               United States national security interests,  
17               United States economic prosperity, and the pro-  
18               tection of United States citizens abroad;

19               “(B) with respect to which required levels  
20               of proficiency are limited in the United States  
21               workforce relative to strategic needs and oper-  
22               ational demand; and

23               “(C) as corresponding to category I, II,  
24               III, or IV languages, as specified in section  
25               3911.2 of volume 3 of the Foreign Affairs Man-

1           ual (3 FAM 3911.2) or successor guidance, en-  
2           compassing difficult, hard, and super hard lan-  
3           guages that are less commonly taught or stud-  
4           ied in the United States.”.

5           (b) **CRITICAL FOREIGN LANGUAGE REQUIREMENT.**—  
6 Section 702 (22 U.S.C. 4022) is amended by adding at  
7 the end the following:

8           “(c) **CRITICAL FOREIGN LANGUAGE REQUIRE-**  
9 **MENT.**—In carrying out this section, the Secretary shall  
10 ensure that policies for the instruction, testing, and use  
11 of foreign languages explicitly support the preservation of  
12 capabilities with respect to critical foreign languages iden-  
13 tified pursuant to section 701(i).”.

14 **SEC. 603. USE OF WORLD LANGUAGE SKILLS.**

15           (a) **IN GENERAL.**—Section 702 (22 U.S.C. 4022), as  
16 amended by section 602(b), is further amended by adding  
17 at the end the following:

18           “(d) **USE OF WORLD LANGUAGE SKILLS.**—

19                   “(1) **REQUIREMENT.**—Any member of the Serv-  
20 ice who undergoes full-time, Department-funded lan-  
21 guage training for a period exceeding six months  
22 shall be required to serve no fewer than three con-  
23 secutive tours in positions for which proficiency in  
24 such language is a documented requirement for the  
25 position.



1           “(2) TIMING OF ASSIGNMENTS.—The require-  
2           ment under paragraph (1) shall commence with the  
3           first assignment immediately following the comple-  
4           tion of the language training and shall continue  
5           without interruption, except as provided in para-  
6           graph (3).

7           “(3) WAIVER AUTHORITY.—The Secretary may  
8           waive the requirement under paragraph (1) with re-  
9           spect to a member of the Service only if the Sec-  
10          retary certifies to the Committee on Foreign Affairs  
11          of the House of Representatives and the Committee  
12          on Foreign Relations of the Senate that—

13               “(A) the member has developed a medical  
14               condition preventing service at the required  
15               posts;

16               “(B) the member is assigned to a position  
17               of higher priority; or

18               “(C) there is no vacant position for which  
19               the member is qualified where the language  
20               skill is required.

21          “(4) CONSECUTIVE TOURS DEFINED.—The  
22          term ‘consecutive tours’ refers to sequential assign-  
23          ments either overseas at posts where the trained lan-  
24          guage is the primary local or official language, or  
25          domestic assignments where the primary duties in-

1        involve direct use of the trained language or the  
2        trained language is helpful to the completion of do-  
3        mestic assignment duties.”.

4        (b) EFFECTIVE DATE.—The amendment made by  
5        subsection (a) shall apply to any member of the Service  
6        who begins language training on or after the date that  
7        is 180 days after the date of the enactment of this Act.

8        **SEC. 604. DIPLOMATIC SECURITY FELLOWSHIP PROGRAM.**

9        Section 703 (22 U.S.C. 4023) is amended by adding  
10       at the end the following:

11       “(f) DIPLOMATIC SECURITY FELLOWSHIP PRO-  
12       GRAM.—

13                “(1) IN GENERAL.—The Secretary, acting  
14       through the Assistant Secretary for Diplomatic Se-  
15       curity, shall administer a fellowship program to re-  
16       cruit, retain, train, and prepare qualified individuals  
17       for service within the Bureau of Diplomatic Secu-  
18       rity.

19                “(2) OBJECTIVES.—The objectives of the fel-  
20       lowship program established under paragraph (1)  
21       shall be—

22                        “(A) to leverage specialized skills relevant  
23       to the diplomatic security mission;

24                        “(B) to provide structured training and  
25       mentorship for fellows; and

1           “(C) to support recruitment into a position  
 2           within the Bureau of Diplomatic Security  
 3           through the existing competitive hiring proc-  
 4           esses of the Department.”.

5 **SEC. 605. BUREAU OF AFRICAN AFFAIRS STAFFING.**

6           Section 703 (22 U.S.C. 4023), as amended by section  
 7 604, is further amended by adding at the end the fol-  
 8 lowing:

9           “(g) BUREAU OF AFRICAN AFFAIRS STAFFING.—  
 10 The Secretary, in consultation with the Assistant Secre-  
 11 taries for Human Resources and for African Affairs, shall  
 12 establish a program to facilitate and expedite the hiring  
 13 of qualified individuals with expertise on African countries  
 14 into the Service to fill positions at missions under the au-  
 15 thority of the Bureau of African Affairs and domestic po-  
 16 sitions under the Bureau of African Affairs.”.

17 **SEC. 606. CONTRACTING OFFICER’S REPRESENTATIVE AND**  
 18 **AGREEMENT OFFICER’S REPRESENTATIVE**  
 19 **TRAINING.**

20           Section 704 of the Foreign Service Act of 1980 (22  
 21 U.S.C. 4024) is amended by adding at the end the fol-  
 22 lowing new subsection:

23           “(d) CONTRACTING OFFICER’S REPRESENTATIVE  
 24 AND AGREEMENT OFFICER’S REPRESENTATIVE TRAIN-  
 25 ING.—

1           “(1) IN GENERAL.—The Secretary, acting  
2           through the Under Secretary for Foreign Assistance,  
3           is authorized to establish a program to recruit, train,  
4           and retain personnel serving as Contracting Officer’s  
5           Representatives and Agreement Officer’s Represent-  
6           atives for the Department, to ensure that the Bu-  
7           reau has sufficient personnel with the skills and ex-  
8           pertise necessary to plan, implement, and manage  
9           United States foreign assistance operations and pro-  
10          grams.

11          “(2) TRAINING.—Personnel recruited, trained,  
12          or retained under the program authorized by para-  
13          graph (1) shall receive training necessary to effec-  
14          tively oversee and administer foreign assistance in-  
15          struments and disaster assistance operations, which  
16          may include training in procurement, grants and co-  
17          operative agreement oversight, logistics, financial  
18          management, monitoring and evaluation, and emer-  
19          gency response operations.”.

20   **SEC. 607. TRAINING FOR FOREIGN SERVICE OFFICERS.**

21          (a) ANTISEMITISM TRAINING.—Section 708(a) (22  
22   U.S.C. 4028(a)) is amended—

23               (1) in paragraph (1)(B), by inserting before the  
24               semicolon “, including instruction on identifying and  
25               addressing antisemitism, including contemporary

1 forms of antisemitism and Holocaust distortion and  
2 denial”; and

3 (2) in paragraph (2)(B), in the first sentence,  
4 by inserting “, the Office of the Special Envoy to  
5 Monitor and Combat Antisemitism, the Office of the  
6 Special Envoy for Holocaust Issues,” after “Train-  
7 ing Center”.

8 (b) AUKUS TRAINING.—Section 708 (22 U.S.C.  
9 4028) is amended by adding at the end the following:

10 “(f) AUKUS TRAINING.—The Secretary, with the  
11 assistance of other relevant Federal officials, shall ensure  
12 that any member of the Service who is assigned to a posi-  
13 tion in Australia or the United Kingdom or that may be  
14 called upon to work on issues related to the enhanced tri-  
15 lateral security partnership between Australia, the United  
16 Kingdom, and the United States (referred to as the  
17 ‘AUKUS partnership’, as that term is defined in section  
18 1321(2) of the National Defense Authorization Act for  
19 Fiscal Year 2024 (Public Law 118–31; 22 U.S.C.  
20 10401(2))) have access to training and briefings needed  
21 to coordinate on the AUKUS partnership, including train-  
22 ing on—

23 “(1) Australia, United Kingdom, and United  
24 States governance infrastructure and policies related

1 to the sale, development, production, and co-produc-  
 2 tion of advanced defense technology;

3 “(2) overview of AUKUS security pact Pillar I  
 4 and Pillar II technologies, capabilities, and their  
 5 strategic impetus; and

6 “(3) workforce challenges and needs in the host  
 7 country related to the AUKUS partnership.”.

8 (c) INTERNATIONAL NARCOTICS AND LAW ENFORCE-  
 9 MENT TRAINING.—Section 708 (22 U.S.C. 4028), as  
 10 amended by subsection (b), is further amended by adding  
 11 at the end the following:

12 “(g) INTERNATIONAL NARCOTICS AND LAW EN-  
 13 FORCEMENT TRAINING.—

14 “(1) IN GENERAL.—The Secretary, in consulta-  
 15 tion with the Assistant Secretary for International  
 16 Narcotics and Law Enforcement Affairs (INL) and  
 17 such other officials as the Secretary considers appro-  
 18 priate, may establish training courses on—

19 “(A) international narcotics control, in-  
 20 cluding the mechanisms, legal authorities, and  
 21 programmatic requirements applicable to assist-  
 22 ance provided under INL’s statutory authorities  
 23 relating to international narcotics control and  
 24 law enforcement assistance;

1           “(B) international law enforcement co-  
2           operation, including the use of bilateral and  
3           multilateral legal assistance frameworks;

4           “(C) countering transnational organized  
5           crime, money laundering, and other tools of il-  
6           licit finance; and

7           “(D) anti-corruption efforts, including  
8           most effective methods of countering corruption  
9           and promoting the rule-of-law abroad.

10          “(2) REQUIRED TRAINING.—Any member of  
11          the Service who is directly responsible for the admin-  
12          istration, oversight, or management of assistance de-  
13          scribed in paragraph (1)(A) should receive training  
14          in the areas described in paragraph (1) prior to the  
15          beginning of service in such assignment or, if receiv-  
16          ing such training prior to the beginning of service is  
17          not practicable, not later than one year after begin-  
18          ning such assignment.

19          “(3) CONSULTATION.—In developing the cur-  
20          riculum required under paragraph (1), the Secretary  
21          shall consult with—

22                 “(A) the Bureau of International Narcotics  
23                 and Law Enforcement Affairs;

24                 “(B) the Office of the Legal Adviser; and

1           “(C) other relevant bureaus and offices of  
2           the Department as the Secretary determines  
3           appropriate.”.

4           (d) FOREIGN SCAM SYNDICATES TRAINING.—Section  
5   708 (22 U.S.C. 4028), as amended by subsections (b) and  
6   (c), is further amended by adding at the end the following:

7           “(h) FOREIGN SCAM SYNDICATES TRAINING.—

8           “(1) IN GENERAL.—The Secretary may estab-  
9           lish training for chiefs of mission, deputy chiefs of  
10          mission, and Foreign Service officers who will be as-  
11          signed to a country that, as determined by the Sec-  
12          retary, is home to significant online scam activity  
13          targeting Americans, on appropriate training on  
14          matters related to online scam activity.

15          “(2) MATTERS TO BE INCLUDED.—The train-  
16          ing required under paragraph (1)—

17                  “(A) should address—

18                          “(i) transnational criminal organiza-  
19                          tions conducting the scams;

20                          “(ii) online scam centers and human  
21                          trafficking inside such centers; and

22                          “(iii) foreign government complicity  
23                          and corruption; and



1                   “(B) should identify diplomatic methods to  
2                   identify, prevent, and respond to such activi-  
3                   ties.”.

4           (e) TRAINING FOR CHIEFS OF MISSION ON DEFENSE  
5 COOPERATION AUTHORITIES.—Section 708 (22 U.S.C.  
6 4028), as amended by subsections (b), (c), and (d), is fur-  
7 ther amended by adding at the end the following:

8           “(i) TRAINING FOR CHIEFS OF MISSION ON DE-  
9 FENSE COOPERATION AUTHORITIES.—

10                   “(1) IN GENERAL.—The Secretary shall estab-  
11                   lish a training course for chiefs of mission on the  
12                   authorities, requirements, and limitations applicable  
13                   to defense cooperation programs that do not fall  
14                   under the authority of the chief of mission.

15                   “(2) MATTERS TO BE INCLUDED.—The train-  
16                   ing course required under paragraph (1) shall in-  
17                   clude instruction on—

18                   “(A) the role of the chief of mission in pro-  
19                   viding concurrence for programs conducted  
20                   under the authorities described in paragraph  
21                   (1), including the scope of the chief of mission’s  
22                   role and procedures to request information from  
23                   the Department of Defense prior to providing  
24                   or withholding such concurrence;

1           “(B) the foreign policy implications of de-  
2           fense cooperation programs, including risks of  
3           mission creep and adverse effects on bilateral  
4           relationships; and

5           “(C) the relationship between defense co-  
6           operation programs and the chief of mission’s  
7           responsibility for the direction, coordination,  
8           and supervision of all United States Govern-  
9           ment Executive branch activities, operations,  
10          and employees in the country to which such  
11          chief of mission exercises authority, pursuant to  
12          section 207.

13          “(3) PRE-ASSIGNMENT TRAINING.—Any chief of  
14          mission assigned to a post at which a defense co-  
15          operation program described in paragraph (1) is in  
16          effect or proposed, as determined by the Secretary,  
17          should complete the training course established  
18          under paragraph (1) prior to the beginning of serv-  
19          ice at such post or, if completing such training prior  
20          to the beginning of service is not practicable, not  
21          later than 180 days after beginning such service.

22          “(4) CONSULTATION.—In developing the cur-  
23          riculum required under paragraph (2), the Secretary  
24          shall consult with—

1 “(A) the Office of the Legal Adviser of the  
2 Department;

3 “(B) the Bureau of Political-Military Af-  
4 fairs of the Department; and

5 “(C) other offices and bureaus of the De-  
6 partment, as appropriate.”.

7 (f) CLERICAL AMENDMENT.—The table of contents  
8 in section 2 is amended by inserting after the item relating  
9 to section 707 the following:

“Sec. 708. Training for foreign service officers.”.

10 **SEC. 608. CRISIS MANAGEMENT AND STRATEGY LEADER-**  
11 **SHIP TRAINING.**

12 Chapter 7 of title I (22 U.S.C. 4021 et seq.) is  
13 amended by adding at the end the following:

14 **“SEC. 709. CRISIS MANAGEMENT AND STRATEGY LEADER-**  
15 **SHIP TRAINING.**

16 “All principal officers and Chiefs of Mission shall be  
17 required to receive a post-specific brief by the Crisis Man-  
18 agement and Strategy Office at the Department Oper-  
19 ations Center prior to departing the District of Columbia  
20 on assignment.”.

21 **SEC. 609. STRUCTURED TRAINING FRAMEWORK AND PRO-**  
22 **TECTED TRAINING PERIODS.**

23 (a) IN GENERAL.—Chapter 7 (22 U.S.C. 4021 et  
24 seq.), as amended by section 608, is further amended by  
25 adding at the end the following:

1 **“SEC. 710. STRUCTURED TRAINING FRAMEWORK AND PRO-**  
2 **TECTED TRAINING PERIODS.**

3 “(a) STRUCTURED TRAINING FRAMEWORK.—

4 “(1) IN GENERAL.—The Secretary is authorized  
5 to establish and maintain a structured training  
6 framework applicable at defined career milestones  
7 for members of the Service.

8 “(2) MATTERS TO BE INCLUDED.—Training  
9 under the structured training framework established  
10 under paragraph (1)—

11 “(A) shall be integrated into normal career  
12 progression;

13 “(B) shall reflect evolving foreign policy  
14 priorities, emerging threats, technological devel-  
15 opments, national security requirements, and  
16 the President’s National Security Strategy; and

17 “(C) shall be a mandatory and institu-  
18 tionalized component of Service career develop-  
19 ment.

20 “(b) PROTECTED TRAINING PERIODS.—

21 “(1) IN GENERAL.—The Secretary shall ensure  
22 that protected training periods are built into the as-  
23 signment and promotion cycle of members of the  
24 Service to permit completion of required training.

25 “(2) MATTERS TO BE INCLUDED.—Protected  
26 training periods required by paragraph (1)—

1           “(A) shall be treated as a standard compo-  
2           nent of service;

3           “(B) shall not be contingent solely upon  
4           post-level staffing flexibility; and

5           “(C) shall be structured to ensure that  
6           operational demands do not routinely preclude  
7           required training.

8           “(3) COORDINATION.—The Department shall  
9           plan workforce and assignment cycles to accommo-  
10          date protected training periods required by para-  
11          graph (1) in a manner comparable to professional  
12          military education models within the Armed Forces.

13          “(c) SCOPE OF TRAINING.—Training under the  
14          structured training framework established under sub-  
15          section (a) and protected training periods under sub-  
16          section (b) may include instruction in—

17               “(1) national security, diplomatic security, and  
18               counterintelligence;

19               “(2) cybersecurity, emerging technologies, and  
20               artificial intelligence;

21               “(3) economic statecraft, sanctions, export con-  
22               trols, and trade policy;

23               “(4) energy security and strategic resources;

24               “(5) interagency coordination and crisis re-  
25               sponse;

1           “(6) Fellowship opportunity outside of the De-  
2       partment;

3           “(7) leadership and management; and

4           “(8) such other subjects as the Secretary deter-  
5       mines appropriate.

6       “(d) CAREER STAGE TRAINING.—Training under the  
7       structured training framework established under sub-  
8       section (a) and protected training periods under sub-  
9       section (b) may include instruction in the following:

10           “(1) Entry-level: cohesion and rotations.

11           “(2) Mid-level: leadership and interagency expo-  
12       sure.

13           “(3) Pre-senior: professional development tours.

14           “(4) Senior: capstone training.

15       “(e) EVALUATION METRICS.—The Secretary—

16           “(1) shall establish metrics for evaluating the  
17       completion and effectiveness of training under the  
18       structured training framework established under  
19       subsection (a) and protected training periods under  
20       subsection (b); and

21           “(2) shall ensure that instructors of such train-  
22       ing certify such training for members of the Service  
23       upon satisfactory completion of such training.

24       “(f) STRATEGIC PLANNING TRAINING.—Establish  
25       National Foreign Affairs Training Center curriculum

1 within one year including best practices, challenges, and  
2 simulations.

3 “(g) PERIODIC REVIEW AND UPDATE.—The Sec-  
4 retary shall periodically review and update requirements  
5 for training under the structured training framework es-  
6 tablished under subsection (a) and protected training peri-  
7 ods under subsection (b) every four years to ensure re-  
8 sponsiveness to changes in the global operating environ-  
9 ment.”.

10 (b) PROMOTION ELIGIBILITY AND TRAINING RE-  
11 QUIREMENT.—Section 601(c) (22 U.S.C. 4001(c)), as  
12 amended by section 501, is further amended by adding  
13 at the following:

14 “(8) PROMOTION ELIGIBILITY AND TRAINING  
15 REQUIREMENT.—

16 “(A) IN GENERAL.—A member of the  
17 Service shall not be eligible for promotion to  
18 any class above FS–03 or into the Senior For-  
19 eign Service unless—

20 “(i) the member has completed the  
21 applicable training requirements estab-  
22 lished under section 710; and

23 “(ii) the completion of such training  
24 requirements is certified by the Director  
25 General of the Service prior to consider-

1                   ation by a promotion board with respect to  
2                   the proposed promotion.

3                   “(B) WAIVER AUTHORITY.—The Secretary  
4                   may waive the requirements of subparagraph  
5                   (A) with respect to a member of the Service in  
6                   the case of extraordinary circumstances if the  
7                   Secretary approves such waiver in writing. The  
8                   Secretary may not delegate the waiver authority  
9                   under this subparagraph.”.

10 **SEC. 610. LEADERSHIP TRAINING.**

11           Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
12           amended by sections 608 and 609, is further amended by  
13           adding at the end the following:

14 **“SEC. 711. LEADERSHIP TRAINING.**

15           “(a) SENSE OF CONGRESS.—It is the sense of Con-  
16           gress that—

17                   “(1) effective leadership, including the manage-  
18                   ment of personnel and resources, is essential to the  
19                   execution of United States foreign policy and the  
20                   management of United States missions abroad;

21                   “(2) Foreign Service Officers frequently assume  
22                   supervisory and managerial responsibilities in com-  
23                   plex, high-risk environments; and

24                   “(3) mandatory leadership and management  
25                   preparation enhances mission performance, account-



1 ability, workforce morale, and the responsible stew-  
2 ardship of public resources.

3 “(b) IN GENERAL.—Members of the Service shall re-  
4 ceive appropriate and comprehensive leadership training,  
5 including personnel and resource management, prior to as-  
6 suming a leadership assignment, including any Service po-  
7 sition of a duration of not less than one month that in-  
8 cludes supervisory, managerial, executive, or chief-of-sec-  
9 tion authority over not fewer than one United States Gov-  
10 ernment employee, eligible family member employed at the  
11 mission, or locally employed staff person.

12 “(c) REQUIREMENT.—A member of the Service may  
13 not assume a leadership position as described in sub-  
14 section (b) unless such a member has successfully com-  
15 pleted the leadership and management training required  
16 under subsection (d) within the preceding three years.

17 “(d) LEADERSHIP AND MANAGEMENT TRAINING.—

18 “(1) IN GENERAL.—The Secretary, acting  
19 through the Director of the National Foreign Affairs  
20 Training Center, shall establish a curriculum for  
21 tiered joint leadership and management training re-  
22 quirements appropriate to—

23 “(A) first-time supervisors;

24 “(B) mid-level managers;

1           “(C) senior leaders, including Deputy  
2           Chiefs of Mission, Chiefs of Mission, and Prin-  
3           cipal Officers; and

4           “(D) any other category the Secretary de-  
5           termines appropriate.

6           “(2) DURATION.—The leadership and manage-  
7           ment training required under paragraph (1) shall, at  
8           minimum, consist of at least one month of training  
9           per tier.

10          “(3) FREQUENCY AND CAPACITY.—The Sec-  
11          retary shall ensure that leadership and management  
12          training required under paragraph (1) is made avail-  
13          able with sufficient frequency and capacity to pre-  
14          vent undue delay in assignments.

15          “(e) WAIVER AUTHORITY.—

16          “(1) IN GENERAL.—The Secretary may waive  
17          the leadership and management training required  
18          under subsection (d) on a temporary basis in emer-  
19          gent circumstances where a member of the Service  
20          must assume a supervisory, managerial, or leader-  
21          ship position immediately to ensure continuity of op-  
22          erations.

23          “(2) SHORT-TERM WAIVER.—A waiver issued  
24          under paragraph (1) may permit a member of the  
25          Service to serve in a position described in paragraph

1 (1) for a period not to exceed 30 days without hav-  
2 ing completed the required training.

3 “(3) EXTENDED TEMPORARY SERVICE.—In  
4 cases in which a member of the Service is expected  
5 to serve in a position described in paragraph (1) for  
6 a period exceeding 30 days, the chief of mission and  
7 the Director General of the Service shall coordinate  
8 to ensure that the member is scheduled to complete  
9 the required training for the position within a rea-  
10 sonable amount of time, not to exceed the date that  
11 is 60 days after the date on which the member as-  
12 sumes such position.

13 “(4) CONGRESSIONAL NOTIFICATION.—Not  
14 later than 15 days after issuing a waiver under  
15 paragraph (1), the Secretary shall notify the appro-  
16 priate congressional committees of such waiver, in-  
17 cluding the justification for the waiver and the ex-  
18 pected duration of the assignment.

19 “(f) SUNSET.—This section shall take effect on the  
20 date that is 180 days after the enactment of this section.”.

21 **SEC. 611. TRAINING RELATING TO CRITICAL MINERALS.**

22 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
23 amended by sections 608, 609, and 610, is further amend-  
24 ed by adding at the end the following:

1 **“SEC. 712. TRAINING RELATING TO CRITICAL MINERALS.**

2 “(a) PEOPLE’S REPUBLIC OF CHINA.—

3 “(1) IN GENERAL.—The Secretary, in consulta-  
4 tion with the Under Secretary for Economic Affairs  
5 and the Director of the George P. Shultz National  
6 Foreign Affairs Training Center, shall establish an  
7 academic program focused on global supply chains  
8 and their relation to strategic competition with the  
9 People’s Republic of China.

10 “(2) TRAINING REQUIREMENTS.—The academic  
11 program established under paragraph (1) shall be  
12 mandatory for—

13 “(A) entry-level Service officers identified  
14 as Economic Officers prior to the end of the  
15 second tour in the Department; and

16 “(B) Service officers identified as Eco-  
17 nomic Officers prior to deployment at a United  
18 States presence post abroad to fill a billet where  
19 the primary focus of the portfolio will be critical  
20 minerals or energy.

21 “(3) CONTENTS.—The academic program es-  
22 tablished under paragraph (1) shall include the fol-  
23 lowing:

24 “(A) Instruction on international docu-  
25 ments, treaties, and agreements relevant to

1 global energy and critical mineral supply  
2 chains.

3 “(B) United States Government policies  
4 and strategies for mitigating vulnerabilities in  
5 global supply chains.

6 “(C) Basic geological knowledge about crit-  
7 ical minerals.

8 “(D) Analysis of the effects of strategic  
9 competition, including with the People’s Repub-  
10 lic of China, on United States interests.

11 “(E) Regional- and country-specific in-  
12 struction tailored to the resources, economy,  
13 and international trade relationships of the re-  
14 ceiving country.

15 “(F) Practical guidance for officers to ad-  
16 vance United States foreign policy objectives in  
17 diplomacy, trade negotiations, multilateral fo-  
18 rums, and crisis scenarios related to supply  
19 chains.

20 “(G) Specialized training related to critical  
21 minerals as described in subsection (b).

22 “(b) CRITICAL MINERAL-SPECIFIC TRAINING RE-  
23 LATING TO CERTAIN OTHER COUNTRIES.—

24 “(1) IN GENERAL.—The Secretary shall require  
25 specialized training on critical minerals for Service

1 officers identified as Economic Officers prior to de-  
2 ployment to United States presence posts in coun-  
3 tries that—

4 “(A) produce, process, refine, or export  
5 significant quantities of critical minerals;

6 “(B) host critical mineral reserves of stra-  
7 tegic importance to the United States; or

8 “(C) play a significant role in global crit-  
9 ical mineral supply chains, including through  
10 transportation, processing, or downstream man-  
11 ufacturing.

12 “(2) CONTENTS.—The specialized training re-  
13 lated to critical minerals required under paragraph  
14 (1) shall include the following:

15 “(A) An overview of United States critical  
16 minerals policy and interagency roles.

17 “(B) Basic geological knowledge of critical  
18 minerals and extraction processes.

19 “(C) Country- and region-specific analysis  
20 of critical mineral resources, governance, and  
21 market structures.

22 “(D) Geopolitical and national security im-  
23 plications of critical mineral supply chains.

1           “(E) Risk factors related to supply disrup-  
 2           tion, foreign ownership or control, corruption,  
 3           and resource nationalism.

4           “(F) Tools and best practices for advanc-  
 5           ing United States commercial, economic secu-  
 6           rity, and strategic objectives related to critical  
 7           minerals through diplomatic engagement.”.

8   **SEC. 612. TRAINING AT CONSULAR POSTS.**

9           Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
 10          amended by sections 608, 609, 610, and 611, is further  
 11          amended by adding at the end the following:

12   **“SEC. 713. TRAINING AT CONSULAR POSTS.**

13           “(a) IN GENERAL.—The Secretary shall require that  
 14          each Service officer, including temporary duty assign-  
 15          ments and permanent change of stations, assigned to per-  
 16          form consular duties complete mandatory, post-specific  
 17          consular training—

18           “(1) upon arrival at post, conducted concur-  
 19          rently with the performance of official duties  
 20          through supervised, on-the-job, and practical instruc-  
 21          tion, and building upon the consular training re-  
 22          ceived prior to departure to such post; and

23           “(2) before independently adjudicating visas, or  
 24          otherwise performing services for United States citi-  
 25          zens.

1       “(b) TRAINING REQUIREMENT.—The training re-  
2       quired under subsection (a) shall—

3               “(1) be conducted at post;

4               “(2) have a duration of not less than four  
5       weeks, unless shortened by the Secretary based on  
6       demonstrated prior experience or exigent operational  
7       needs;

8               “(3) be completed under the supervision of ex-  
9       perienced consular officers designated by the chief of  
10      mission or principal officer;

11              “(4) be documented as part of the officer’s offi-  
12      cial training and assignment record; and

13              “(5) be conducted by an individual at post with  
14      an equivalent or superior rank or responsibility level  
15      as the officer.

16      “(c) TRAINING CONTENT.—The required training  
17      shall include instruction and supervised practice in—

18              “(1) country- and post-specific visa adjudication  
19      trends, risks, and fraud patterns;

20              “(2) applicable immigration law, regulations,  
21      and Department guidance as applied at post;

22              “(3) local processing procedures and workflow;

23              “(4) use of consular information systems;

24              “(5) coordination with locally employed staff  
25      and relevant host-nation entities;



1           “(6) national security screening considerations;  
2           and

3           “(7) quality assurance and error prevention  
4           measures.

5           “(d) LIMITATION ON INDEPENDENT ADJUDICA-  
6           TION.—A Service officer may not independently adjudicate  
7           visas or perform unsupervised consular functions until the  
8           officer has—

9           “(1) completed the training required under sub-  
10          section (b); or

11          “(2) received a written waiver from the chief of  
12          mission or principal officer based on prior consular  
13          experience and demonstrated proficiency.

14          “(e) RESPONSIBILITIES.—

15          “(1) CHIEFS OF MISSION AND PRINCIPAL OFFI-  
16          CERS.—Chiefs of mission and Principal officers shall  
17          ensure compliance with the training requirements of  
18          this section at post.

19          “(2) CONSULAR SECTION LEADERSHIP.—Con-  
20          sular Section Leadership shall develop, maintain and  
21          update as necessary post-specific training plans of  
22          this section consistent with Department standards.

23          “(3) SECRETARY.—The Secretary shall issue  
24          Department-wide guidance to standardize minimum

1 expectations with respect to training under this sec-  
 2 tion and provide for post-level flexibility.

3 “(f) PERFORMANCE AND WORKLOAD CONSIDER-  
 4 ATIONS.—The time spent by a Service officer in required  
 5 post-specific consular training—

6 “(1) shall be considered official duty time; and

7 “(2) shall not be treated as a negative factor in  
 8 performance evaluations.

9 “(g) OVERSIGHT.—The Secretary—

10 “(1) shall periodically review compliance with  
 11 the requirements of this section; and

12 “(2) may take corrective action in cases in  
 13 which training requirements are not being ade-  
 14 quately implemented.”.

15 **SEC. 613. STRENGTHENING DIPLOMATIC SECURITY TRAIN-**  
 16 **ING STANDARDS.**

17 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
 18 amended by sections 608, 609, 610, 611, and 612, is fur-  
 19 ther amended by adding at the end the following:

20 **“SEC. 714. STRENGTHENING DIPLOMATIC SECURITY TRAIN-**  
 21 **ING STANDARDS.**

22 “(a) IN GENERAL.—The Secretary of State, acting  
 23 through the Director of the National Foreign Affairs  
 24 Training Center, shall establish and maintain Depart-  
 25 ment-wide standards for diplomatic security training to

1 ensure such training is mission-relevant, integrated across  
2 threat vectors, and responsive to evolving risk environ-  
3 ments.

4 “(b) REQUIRED ELEMENTS.—The training standards  
5 established pursuant to subsection (a) shall—

6 “(1) integrate physical security, counterintel-  
7 ligence, cybersecurity, technical security and  
8 countersurveillance, legal and use of force require-  
9 ments, and fraud-related threats into a unified train-  
10 ing framework;

11 “(2) incorporate post-specific risk factors, in-  
12 cluding high-risk, high-threat environments;

13 “(3) ensure consistency in training quality and  
14 requirements across bureaus, posts, and personnel  
15 categories; and

16 “(4) be reviewed and updated not less fre-  
17 quently than once every three years.

18 “(c) COORDINATION.—The Secretary shall ensure  
19 that the Bureau of Diplomatic Security, the Bureau of  
20 Diplomatic Technology, the National Foreign Affairs  
21 Training Center, and other relevant bureaus of the De-  
22 partment coordinate in the establishment and implementa-  
23 tion of training standards under this section.”.

1 **SEC. 614. MANDATORY CRISIS LEADERSHIP AND EMER-**  
2 **GENCY MANAGEMENT TRAINING PROGRAM**  
3 **FOR SENIOR PERSONNEL.**

4 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
5 amended by sections 608, 609, 610, 611, 612, and 613,  
6 is further amended by adding at the end the following:

7 **“SEC. 715 MANDATORY CRISIS LEADERSHIP AND EMER-**  
8 **GENCY MANAGEMENT TRAINING PROGRAM**  
9 **FOR SENIOR PERSONNEL.**

10 “(a) IN GENERAL.—The Secretary shall establish  
11 and implement a mandatory crisis leadership and emer-  
12 gency management training program for members of the  
13 Service assigned to senior leadership positions at United  
14 States diplomatic and consular posts.

15 “(b) COVERED POSITIONS.—The training program  
16 required by subsection (a) applies to—

17 “(1) chiefs of mission;

18 “(2) deputy chiefs of mission;

19 “(3) principal officers; and

20 “(4) such other senior positions as the Sec-  
21 retary may designate.

22 “(c) CONDITION OF ASSIGNMENT.—

23 “(1) IN GENERAL.—Except as provided in para-  
24 graph (2), an individual may not be assigned to a  
25 position described in subsection (b) unless the indi-

1       vidual has successfully completed the training re-  
2       quired under this section.

3               “(2) WAIVER.—The Secretary may waive the  
4       requirement under paragraph (1) on a case-by-case  
5       basis in exigent circumstances, except that an indi-  
6       vidual granted such a waiver shall complete the re-  
7       quired training as soon as practicable after assign-  
8       ment.”.

9       **SEC. 615. CYBERSECURITY, TECHNOLOGY, AND ARTIFICIAL**  
10       **INTELLIGENCE TRAINING.**

11       Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
12       amended by sections 608, 609, 610, 611, 612, 613, and  
13       614, is further amended by adding at the end the fol-  
14       lowing:

15       **“SEC. 716. CYBERSECURITY, TECHNOLOGY, AND ARTIFI-**  
16       **CIAL INTELLIGENCE TRAINING.**

17       “(a) IN GENERAL.—The Secretary shall require each  
18       member of the Service, including a career member, a ca-  
19       reer candidate, a non-career appointee, a chief of mission,  
20       and a deputy chief of mission, to complete, on an annual  
21       basis, training on cybersecurity, technology use, and artifi-  
22       cial intelligence governance.

23       “(b) MATTERS TO BE INCLUDED.—The training re-  
24       quired under subsection (a) shall include, at a minimum—

1           “(1) cybersecurity hygiene and threat aware-  
2       ness;

3           “(2) phishing, social engineering, and insider  
4       threat risks;

5           “(3) safeguarding classified information and  
6       sensitive but unclassified information;

7           “(4) secure handling, storage, and transpor-  
8       tation of Government-issued hardware and electronic  
9       devices, including while assigned to a post abroad;

10          “(5) requirements for the use of Department-  
11       approved software, cloud systems, and collaboration  
12       platforms;

13          “(6) risks associated with the use of personal  
14       devices, removable media, and foreign telecommuni-  
15       cations networks;

16          “(7) reporting requirements for a suspected  
17       cyber incident or technology compromise;

18          “(8) responsible use, security implications, and  
19       data protection requirements relating to artificial in-  
20       telligence systems and automated tools;

21          “(9) semiconductor supply chain security, tech-  
22       nology dependency risks, and foreign sourcing  
23       vulnerabilities relevant to diplomatic operations and  
24       national security; and

1           “(10) responsibilities of personnel under De-  
2           partment cybersecurity, technology management,  
3           and artificial intelligence governance policies.

4           “(c) ROLE-SPECIFIC AND ADVANCED TRAINING.—  
5           The Secretary shall establish enhanced cybersecurity and  
6           technology training requirements for—

7           “(1) a chief of mission and a deputy chief of  
8           mission, including training on post-level technology  
9           risk management and artificial intelligence oversight;

10           “(2) senior bureau leadership, including govern-  
11           ance responsibilities and technology risk account-  
12           ability;

13           “(3) personnel with system administrator or  
14           other privileged network access;

15           “(4) personnel assigned to a high-risk or high-  
16           threat post;

17           “(5) personnel serving in information tech-  
18           nology, cybersecurity, artificial intelligence, data  
19           management, or security-related career tracks; and

20           “(6) personnel responsible for the procurement,  
21           management, or oversight of an information tech-  
22           nology system or an artificial intelligence tool.

23           “(d) PRE-ASSIGNMENT AND DEVICE SECURITY  
24           ABROAD.—The Secretary shall ensure that a member of

1 the Service assigned to a post abroad receives pre-assign-  
 2 ment training on—

3 “(1) secure device usage in a foreign environ-  
 4 ment;

5 “(2) counterintelligence risks associated with  
 6 foreign infrastructure;

7 “(3) secure communications practices; and

8 “(4) protection of Government hardware from  
 9 compromise, tampering, or unauthorized access.

10 “(e) INTEGRATION INTO CAREER DEVELOPMENT.—

11 The requirements under this section shall be incorporated  
 12 into pre-assignment training, leadership training,  
 13 tradecraft instruction, and professional development pro-  
 14 grams under this chapter.

15 “(f) COMPLIANCE AND ACCOUNTABILITY.—The Sec-  
 16 retary shall ensure that completion of required training  
 17 under this section is tracked and recorded and may con-  
 18 sider such completion as part of performance evaluations  
 19 and eligibility for leadership assignments.”.

20 **SEC. 616. VETERANS INNOVATION PARTNERSHIP FELLOW-**  
 21 **SHIP PROGRAM; PLACEMENT AND CONVER-**  
 22 **SION SUPPORT.**

23 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
 24 amended by sections 608, 609, 610, 611, 612, 613, 614,



1 and 615, is further amended by adding at the end the  
2 following:

3 **“SEC. 717. VETERANS INNOVATION PARTNERSHIP FELLOW-**  
4 **SHIP PROGRAM; PLACEMENT AND CONVER-**  
5 **SION SUPPORT.**

6 “(a) IN GENERAL.—The Secretary shall establish  
7 policies and procedures to improve placement and hiring  
8 outcomes for participants in the Veterans Innovation  
9 Partnership Fellowship, including structured pathways to  
10 employment within the Department.

11 “(b) ELEMENTS.—The policies and procedures re-  
12 quired under subsection (a) should include—

13 “(1) designation of a bureau or office respon-  
14 sible for coordinating post-fellowship placement ef-  
15 forts;

16 “(2) procedures to match a fellow with employ-  
17 ment opportunities in the Service, as appropriate;

18 “(3) guidance to bureaus on the use of existing  
19 hiring authorities to facilitate the conversion of a fel-  
20 low into a permanent or term position;

21 “(4) mentorship and career counseling for a fel-  
22 low during and after the fellowship period;

23 “(5) tracking and evaluation of conversion rates  
24 and employment outcomes; and

1 “(6) procedures to facilitate placement of a fel-  
2 low into a position under the Veterans and Foreign  
3 Service Pathway Program, where applicable.”.

4 **SEC. 617. REVIEWS OF THE FOREIGN SERVICE CAREER**  
5 **TRACKS.**

6 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
7 amended by sections 608, 609, 610, 611, 612, 613, 614,  
8 615, and 616, is further amended by adding at the end  
9 the following:

10 **“SEC. 718. REVIEWS OF THE FOREIGN SERVICE CAREER**  
11 **TRACKS.**

12 “(a) IN GENERAL.—The Secretary shall convene an  
13 independent commission to review the structure, relevance,  
14 and effectiveness of the Service’s career tracks.

15 “(b) COMPOSITION.—

16 “(1) IN GENERAL.—The commission shall be  
17 composed of individuals who are to be selected  
18 from—

19 “(A) the Department, including personnel  
20 other than those assigned to the Bureau of  
21 Human Resources;

22 “(B) other relevant Federal departments  
23 and agencies as the Secretary determines ap-  
24 propriate;

25 “(C) former Service officers;

1 “(D) academia; and

2 “(E) the private sector.

3 “(2) CONGRESSIONAL SELECTION.—The chair  
4 and ranking member of the Committee on Foreign  
5 Affairs of the House of Representatives and the  
6 Committee on Foreign Relations of the Senate shall  
7 each select one individual to be a member of the  
8 commission.

9 “(3) BALANCED PERSPECTIVE REQUIRE-  
10 MENT.—Individuals shall be selected to be members  
11 of the commission to ensure a balanced perspective  
12 on diplomatic priorities, Department personnel  
13 needs, and evolving global challenges.

14 “(c) SCOPE OF REVIEW.—The commission shall—

15 “(1) assess the alignment of existing career  
16 tracks with current and anticipated United States  
17 diplomatic priorities, national security objectives,  
18 and global trends;

19 “(2) evaluate recommendations to add, consoli-  
20 date, eliminate, modify, or otherwise affect, career  
21 tracks of the Service; and

22 “(3) consider any other matters related to ca-  
23 reer track structure, qualifications, standards, as-  
24 signment processes, promotion precepts, track-spe-  
25 cific training, or workforce planning that the com-

1 mission determined relevant to the effectiveness of  
2 the Service.

3 “(d) REPORT.—Not later than one year after the  
4 date on which the commission is convened, the commission  
5 shall submit to the Secretary, the Committee on Foreign  
6 Affairs of the House of Representatives, and the Com-  
7 mittee on Foreign Relations of the Senate a report con-  
8 taining—

9 “(1) the findings and assessments under sub-  
10 section (c);

11 “(2) any recommendations for regulatory, or  
12 administrative action to improve the Service; and

13 “(3) a description of the composition of the  
14 membership of the commission as required by sub-  
15 section (b).

16 “(e) INAPPLICABILITY OF OTHER LAW.—The provi-  
17 sions of chapter 10 of title 5, United States Code, and  
18 chapter 35 of title 44, United States Code, shall not apply  
19 to either the composition or the operation of the Commis-  
20 sion.

21 “(f) SUNSET.—The commission shall terminate on  
22 the date that is 30 days after the date on which the report  
23 required by subsection (d) has been submitted in accord-  
24 ance with such subsection.”.

1 **SEC. 618. INTEGRATION OF FOREIGN SERVICE RECRUIT-**  
2 **MENT INTO MILITARY TRANSITION PRO-**  
3 **GRAMS.**

4 Chapter 7 of title I (22 U.S.C. 4021 et seq.), as  
5 amended by sections 608, 609, 610, 611, 612, 613, 614,  
6 615, 616, and 617, is further amended by adding at the  
7 end the following:

8 **“SEC. 719. INTEGRATION OF FOREIGN SERVICE RECRUIT-**  
9 **MENT INTO MILITARY TRANSITION PRO-**  
10 **GRAMS.**

11 “(a) IN GENERAL.—The Secretary, in coordination  
12 with the Secretary of Defense and the Secretary of Vet-  
13 erans Affairs, shall establish a formal recruitment pro-  
14 gram within military transition programs to support entry  
15 into the Service of veterans.

16 “(b) MATTERS TO BE INCLUDED.—The program re-  
17 quired by subsection (a) shall—

18 “(1) provide information, guidance, and pre-  
19 paratory resources to facilitate participation in the  
20 Veterans and Foreign Service Pathway Program es-  
21 tablished under section 313; and

22 “(2) support the development of a sustained  
23 pipeline of candidates aligned with workforce needs  
24 of the Department.

25 “(c) IMPLEMENTATION.—In carrying out the pro-  
26 gram required by subsection (a), the Secretary shall—

1 “(1) integrate Service career information, in-  
 2 cluding Diplomatic Security roles, into Transition  
 3 Assistance Program curriculum and materials;

4 “(2) conduct targeted outreach at military in-  
 5 stallations and transition centers;

6 “(3) identify and refer qualified candidates to  
 7 the program required by subsection (a) and any pilot  
 8 hiring authority established under section 313; and

9 “(4) provide pre-application guidance and  
 10 onboarding support to prospective candidates.

11 “(d) RULE OF CONSTRUCTION.—Nothing in this sec-  
 12 tion may be construed to create a separate or noncompeti-  
 13 tive hiring process for members of the Armed Forces or  
 14 veterans.”.

## 15 **TITLE VII—OTHER MATTERS**

### 16 **SEC. 701. TAX RESIDENCY FOR FOREIGN SERVICE OFFI- 17 CERS.**

18 Chapter 9 of title I (22 U.S.C. 4081 et seq.) is  
 19 amended by inserting after section 906 the following:

### 20 **“SEC. 906A. TAX RESIDENCY FOR FOREIGN SERVICE OFFI- 21 CERS.**

22 “(a) PRESERVATION OF DOMICILE.—A member of  
 23 the Service shall neither lose nor acquire a residence or  
 24 domicile for purposes of taxation with respect to the per-  
 25 son, personal property, or income of the member solely

1 by reason of being absent from or present in any tax juris-  
 2 diction of the United States in compliance with official or-  
 3 ders assigning the member to duty.

4 “(b) SITUS OF PERSONAL PROPERTY.—The personal  
 5 property of a member of the Service shall not be deemed  
 6 to be located or present in, or to have a situs for taxation  
 7 in, any jurisdiction in which the member is assigned pur-  
 8 suant to official orders.

9 “(c) DEFINITIONS.—In this section—

10 “(1) the term ‘personal property’ includes  
 11 motor vehicles; and

12 “(2) the term ‘taxation’ includes licenses, fees,  
 13 or excises imposed with respect to motor vehicles  
 14 and their use, if such license, fee, or excise is paid  
 15 by the member in the member’s State of domicile or  
 16 residence.”.

17 **SEC. 702. INTERNSHIPS FOR PART-TIME STUDENTS.**

18 Section 1202(c) (22 U.S.C. 4141a(c)) is amended—

19 (1) in paragraph (1), by striking “Students en-  
 20 rolled full-time in institutions of higher education”  
 21 and inserting “Students enrolled, whether full-time  
 22 or at least half-time, in institutions of higher edu-  
 23 cation,”; and

24 (2) by adding at end the following:

1           “(4) The Secretary shall, to the extent prac-  
2           ticable, ensure that recruitment efforts include out-  
3           reach to potential applicants enrolled at community  
4           colleges, vocational or technical institutions, and  
5           other nontraditional institutions of higher edu-  
6           cation.”.

7   **SEC. 703. DIPLOMATIC RESERVE CORPS PILOT PROGRAM.**

8           (a) ESTABLISHMENT.—Not later than nine months  
9   after the date of the enactment of this Act, the Secretary  
10 of State shall establish a Diplomatic Reserve Corps Pilot  
11 Program (in this section referred to as the “Pilot Pro-  
12 gram”) in the Department of State to assess the feasibility  
13 and effectiveness of maintaining a reserve cadre of trained  
14 personnel available for temporary active service in support  
15 of foreign affairs contingencies.

16          (b) PURPOSE.—The Pilot Program shall—

17               (1) provide a surge workforce to support diplo-  
18               matic operations during crises, evacuations, armed  
19               conflicts, natural disasters, and other contingencies  
20               affecting United States interests abroad;

21               (2) assess recruitment, training, readiness, de-  
22               ployment, and retention requirements for a perma-  
23               nent Diplomatic Reserve Corps; and



1           (3) identify authorities, resources, and organi-  
2           zational structures necessary to sustain such a  
3           corps.

4           (c) MEMBERSHIP.—The Secretary of State may ap-  
5           point to the Pilot Program retired members of the Foreign  
6           Service.

7           (d) INITIAL STRENGTH.—The Secretary of State  
8           shall recruit and maintain not fewer than 250 members  
9           in the Pilot Program during the first year of the Pilot  
10          Program and may increase membership by up to 250 addi-  
11          tional members annually for the following three fiscal  
12          years.

13          (e) RESERVE CORPS STRUCTURE.—Of the members  
14          of the Pilot Program appointed by the Secretary of State  
15          pursuant to subsection (c)—

16                (1) not more than 30 percent shall be appointed  
17                at ranks equivalent to salary class 1 and salary class  
18                2 of the Foreign Service schedule; and

19                (2) those not appointed at ranks equivalent to  
20                salary class 1 and salary class 2 of the Foreign  
21                Service schedule shall be appointed at ranks equiva-  
22                lent to salary class 3 and salary class 4 of the For-  
23                eign Service schedule.

24          (f) TRAINING.—Members of the Pilot Program shall  
25          complete such orientation, security, medical, and readiness

1 training as the Secretary of State determines appropriate,  
2 including training conducted through the National For-  
3 eign Affairs Training Center, the Foreign Affairs Security  
4 Training Center, and other Department of State facilities.

5 (g) ACTIVATION.—The Secretary of State may acti-  
6 vate members of the Pilot Program for temporary service  
7 in support of diplomatic operations, crisis response, evacu-  
8 ation efforts, disaster response, consular surge require-  
9 ments, or other foreign affairs contingencies.

10 (h) EVALUATION.—The Secretary of State shall es-  
11 tablish readiness standards and conduct annual evalua-  
12 tions of the training status and availability for deployment  
13 of each member of the Pilot Program.

14 (i) INITIAL PLAN TO CONGRESS.—Not later than six  
15 months after the date of the enactment of this Act, the  
16 Secretary of State shall submit to the Committee on For-  
17 eign Affairs of the House of Representatives and the Com-  
18 mittee on Foreign Relations of the Senate a report detail-  
19 ing the Secretary's plans and timeline to establish, struc-  
20 ture, and implement the Pilot Program.

21 (j) FINAL REPORT TO CONGRESS.—

22 (1) IN GENERAL.—Not later than three years  
23 after the establishment of the Pilot Program, the  
24 Secretary of State shall submit to the Committee on  
25 Foreign Affairs of the House of Representatives and

1 the Committee on Foreign Relations of the Senate  
2 a report evaluating the Pilot Program and providing  
3 recommendations regarding establishment of a per-  
4 manent Diplomatic Reserve Corps.

5 (2) MATTERS TO BE INCLUDED.—The report  
6 required by paragraph (1) shall additionally include  
7 an assessment on expanding eligible appointment to  
8 the Diplomatic Reserve Corps to—

9 (A) retired Civil Service employees of the  
10 Department of State;

11 (B) retired employees of other Federal  
12 agencies possessing relevant skills and experi-  
13 ence; and

14 (C) qualified individuals from outside the  
15 Federal Government possessing critical lan-  
16 guage, regional, technical, medical, security,  
17 consular, management, or diplomatic expertise.

18 (k) TERMINATION.—The Pilot Program shall termi-  
19 nate on the date that is three after the date of the enact-  
20 ment of this Act, unless reauthorized by Congress.

○