

**Special Tactics
Survival, Evasion, Resistance,
and Escape (SERE) Specialist
Application FY 2027**



OPR: 720th Special Tactics Group (AFSOC)

720STG.Recruiting.OrgBox@us.af.mil

850-884-8028 or 8120

CAO: 20 Jul 2026

Table of Contents

CHAPTER	PAGE
CHAPTER 1 – INTRODUCTION	3
CHAPTER 2 – ELIGIBILITY	3
CHAPTER 3 – APPLICATION PROCESS (PHASE I)	4
CHAPTER 4 – ASSESSMENT & SELECTION (PHASE II)	4
CHAPTER 5 – POST ASSESSMENT	5
CHAPTER 6 – SUMMARY OF SUSPENSES	6
CHAPTER 7 – POINT OF CONTACT	6
ATTACHMENT	
ATTACHMENT 1 – APPLICATION INSTRUCTIONS	7
ATTACHMENT 2 – APPLICATION COVER SHEET	8
ATTACHMENT 3 – PERSONAL NARRATIVE EXAMPLE	9
ATTACHMENT 4 – PERSONAL RESUME EXAMPLE	10
ATTACHMENT 5 – SPECIAL TACTICS SERE PT TEST	11

CHAPTER 1 - INTRODUCTION

1.1. Thank you for your interest in becoming a Special Tactics SERE Specialist. This document outlines the application procedures for becoming a Special Tactics SERE Specialist. The Special Tactics forces that a ST SERE Specialist joins are organized under the 720th Special Tactics Group (STG) of Air Force Special Operations Command (AFSOC) and assigned to the 21st, 22nd, 23rd, and 26th Special Tactics Squadron (STS). Applicants familiar with earlier versions of this package should review this document thoroughly, as it has undergone significant revision.

CHAPTER 2 - ELIGIBILITY

2.1. Special Tactics SERE Specialists require high levels of physical fitness, mental agility, professionalism, leadership, interpersonal skills, initiative, psychological stability, motivation, and technical competency. Additional criteria are listed below:

2.1.1. Must be grade E-3 to E-7

2.1.2. CONUS candidates must have at least 3 years of Time on Station

2.1.3. OCONUS candidates must be within 1 year of their DEROS prior to attending selection.

2.1.4. Security clearance: Secret (minimum), Top Secret (attainable)

2.1.5. Volunteer for Hazardous Duty: Static-line Parachute

2.1.6. Background: Outstanding resume and no negative personal or professional history

2.1.7. Medical/Physical: IFC III Flying Physical authorizing static-line training, static line duties documented on a DD Form 2808

2.1.8. Physical Fitness: At a minimum, candidates must satisfactorily complete the minimum scores on the PT Evaluation.

2.1.9. Must complete all 5-level requirements prior to PCA/PCS

2.1.10. Must have high Emotional Intelligence

2.1.11. Guard applicants must meet eligibility requirements to join Active Duty.

2.1.11.1 Guard applicants must annotate on the cover page of their Phase I application that they meet eligibility requirements. This includes identifying and securing eligibility for all waivers necessary to transition to active duty.

2.2. Candidates are recommended to be the following:

2.1.1. PR experts (this includes all means full spectrum PR, not just conventional.)

2.1.2. Physically Fit

2.1.3. Proficient Marksmen (combat, not AFQC)

2.1.4. Proficient in TCCC

2.1.5. Proficient in combatives (with and without kit)

2.1.6. Proficient in defeat of personal restraints (highly desired)

2.1.7. Proficient in Land Navigation

CHAPTER 3 – APPLICATION PROCESS (PHASE I)

3.1. Candidates interested must complete an application and are only able to apply when all requirements and eligibility criteria are met. Applications must be submitted by the suspense date (see chapter 6).

3.2. Applications will be reviewed (Phase I) by the ST (Special Tactics) Assessment Director and a board of current officer and enlisted ST Airmen.

3.3. Applicants who are approved will be notified via email and invited to attend the 1-week assessment & selection at Hurlburt Field, Florida (Phase II). Active-Duty candidates must attend this assessment in TDY status and funding is provided for all candidates to cover travel costs.

3.4. Receiving an invitation to Phase II means the Phase I selection board would like to take a closer look at your potential to join Special Tactics. Your decision to attend is voluntary and non-binding. Being selected at Phase II means the board president has approved your entry into the unit. It is ultimately up to you to accept the challenge.

CHAPTER 4 – ASSESSMENT & SELECTION (PHASE II)

4.1. The objective of Phase II is to assess each candidate on the ST attributes for the purpose of determining if you have the raw skills to operate in the Special Operations environment. Your performance will be evaluated as a team member and as an individual. The schedule is designed to stress you. The cadre will observe and take notes on everything you do. These observations, along with those from psychologists and your peers, will be the basis for a hiring recommendation. The data will also be used to provide critical feedback to enhance your personal and professional growth.

4.2. Candidates must be prepared for a physically and mentally demanding week. You cannot trust your judgment of your physical and mental preparedness prior to coming to Phase II. Feedback from most candidates indicates that this week is more demanding than anything they anticipated. The cadre will push you physically and mentally to assess those critical attributes in adverse situations. You will be expected to perform and meet specific standards in all events.

4.3. There are five ways to be dismissed during Phase II:

4.3.1. Failure to meet minimum physical fitness standard: Member did not meet the minimum fitness standards required for entrance into Special Tactics and complete the assessment.

4.3.2. Medical DQ: disqualification based on recommendation of medical personnel or failure to complete a major event due to medical evaluation or treatment.

4.3.3. Quit by Action (QBA): Failure to Train (FTT) occurs when an instructor tells the candidate to train at an event or perform some action and he/she refuses. Three FTTs given by Cadre will result in elimination from assessment as QBA. When FTT is given, the candidate is pulled from training and provided individualized counseling to discuss the deficiency with the Cadre lead before returning to the training event.

4.3.4. Self-Initiated Elimination: defined as candidate verbalizing to the cadre “I quit,” “I no longer want to be here,” or any statement/action indicating that a candidate is unwilling to continue. Candidates will confirm their decision by verbalizing it to a Cadre member.

4.3.5. Committing any offense punishable under the UCMJ or violation or assessment policies demonstrating inability to uphold the standards of excellence required by the Air Force and the Department of Defense. This includes integrity and safety violations.

4.4. Candidates should be prepared for the following:

4.4.1 Extensive psychological testing and interviews, briefing and writing skills evaluations, problem solving events and leadership ability evaluations. Physically you will be required to conduct ruck marches with 50 – 70 lbs of weight at distances up to 12 miles, running for distances up to 5 miles, and calisthenics sessions of various exercises.

CHAPTER 5 – POST ASSESSMENT

5.1. Those candidates who successfully complete Phase II and are selected can expect to receive an assignment to the 720 STG, at the 21st, 22nd, 23rd, 26th, or 320th, and 321st Special Tactics Squadrons. The location will be dictated by the 720 STG/CEM, AFSOC SERE MFM, and AFPC based upon operational necessity. Applicants should be prepared to receive an assignment to any of the above locations, and your order of assignment preference is not a consideration for the board.

5.2. Guard selectees must contact an active-duty recruiter and begin the process to transition through guard accessions onto active-duty route. Once the AFSOC SERE MFM has provided a slot for the guard selectee, AFPC will generate a “place holder” assignment until the AFSOC MFM designates a Special Tactics Squadron for the individual to be assigned to based on the needs of the force. Guard selectees can expect to lose rank when they transition to active duty. Guard applicants may be any rank when they submit their application to attend the AFSOC SERE Special Tactics selection. There is no age restriction on guard applicants.

5.3. Applicants assigned to Air National Guard Special Tactics units will route applications through hiring or assigned unit. While not required to fill a SERE Special Tactics position in the Air National Guard, members may attend and if selected may later apply for an Active-Duty position within the 720 STG, with coordination from AFSOC SERE MFM, CFM, and AFPC based upon operational necessity.

5.4. Selectees will maintain top-tier physical training regimen and will be ready to complete the Operator Fitness Test upon arrival at assignment IAW AFMAN10-3500 and AFMAN36-2919.

CHAPTER 6 – SUMMARY OF SUSPENSES

6.1. Fall 2027 (27-01)

- 6.1.1. 30 Sep 2026 – Application Deadline
- 6.1.2. 16 November 2025 – Travel to PHASE II
- 6.1.3. 21 November 2025 – Return from PHASE II
- 6.1.4. 27 November 2025 – DTS Vouchers Completed

6.2. Spring 2027 (27-02)

- 6.2.1. TBD – Application Deadline
- 6.2.2. TBD – Travel to PHASE II
- 6.2.3. TBD – Return from PHASE II
- 6.2.4. TBD – DTS Vouchers Completed

CHAPTER 7 – POINT OF CONTACT

UNIT: 720th Special Tactics Group / Recruit, Assess, & Select (RAS)

DSN: 579-8028

COMMERCIAL: (850) 884 8028 or 8120

EMAIL: 720STG.Recruiting.OrgBox@us.af.mil

WEBSITE: <https://www.afsoc.af.mil/Units/Air-Force-Special-Tactics/>

APPLICATION INSTRUCTIONS

- 1.1. Proofread your application for accuracy, format, grammar, and spelling. In Phase I, the selection board relies solely on information and impressions made through your application. Incomplete or poorly crafted applications reflect the applicant's professionalism. Successful Phase I applications are concise, easy to understand, and are not filled with extra "fluff." Your success in the ST community begins with this application.
- 1.2. The application will include the following in this order, and will ONLY include these pages:
 - 1.2.1. Cover page – Typed
 - 1.2.2. Personal Narrative – One page in length (See example for format and specifics)
 - 1.2.3. Copy of your personal SURF (Single Unit Retrieval Format) accessible via the AMS (Assignment Management System) webpage. ANG members will submit a copy of their Personal Data Brief
 - 1.2.4. One signed recommendation letter from your commander, and squadron superintendent no more than one-page in length. The letter should comment on demonstrated leadership ability, job performance and teamwork, including relevant examples.
 - 1.2.5. Copies of your three most recent performance reports.
 - 1.2.6. Copy of a DD Form 2808 (obtained at base medical unit) dated within 60-days of application submission authorizing static-line training and static-line duties.
- 1.3. Your application will be a PDF document, and the document will be named "**LASTNAME – SERE APPLICATION**".
- 1.4. To submit your application, email it to 720STG.Recruiting.OrgBox@us.af.mil.



Special Tactics SERE Specialist Application



Insert a forward facing portrait against a solid colored background. Be in service dress and crop the photo from the bottom of your ribbon rack to the top of your head.

If deployed, wear the appropriate uniform of the day.

Civilians wear appropriate professional attire.

Rank/Name: (Last, First, MI)	
Full SSN:	
Age:	
Email Address:	
Cell Phone:	
Duty Station:	
Current Position:	

Marital Status:	
Attended an AFSOC Selection Prior (If yes, what selection & when):	

<u>PT Test Results</u>				Test Date:	
Pullups:		Situps:		Pushups:	
3.0 Mile Run:		500m Swim:		12.0 Mile Ruck:	
Administrator Rank/Name:			Administrator Email/Phone:		
Administrator Signature:					

Commander Rank/Name:		Functional Manager Rank/Name:	
Contact (Email & Phone):		Contact (Email & Phone):	
Candidate acknowledgment statement: <i>I hereby apply to become a Special Tactics SERE Specialist and volunteer to perform the duties inherent to Special Tactics. I acknowledge that I can be removed from further assessment for any of the following reasons: 1) quitting through words or actions, 2) becoming a medical or safety risk, 3) committing an integrity violation such as lying, cheating, or stealing, or 4) failing to meet specified fitness standards. To the best of my knowledge, the information contained in this application is true.</i>			
Date: (dd/mm/yy)		Candidate Signature:	

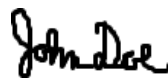
Date

MEMORANDUM FOR SPECIAL TACTICS SERE Specialist ASSESSMENT BOARD

FROM: 1SOMXG/MXMG

SUBJECT: Personal Narrative

1. This document is provided to give the selection board an overall understanding of your character and personality. It should be clear, concise, and free of extra “fluff” statements. It should include your personal background, such as where you grew up, significant jobs/positions held, an explanation of your experiences and involvements before and during military service, an explanation of your perceived strengths and weaknesses, a discussion on what attracts you to become a Special Tactics SERE Specialist and why this is the right career for you.
2. The narrative will be formatted with 1-inch margins on the bottom, left, and right sides. The top margin will be between 1 inch and 1.5 inches depending on the heading you establish.
3. The heading format you see above should be followed with your own information entered in the FROM portion. The document may not exceed more than one page in length. Use Times New Roman with font size 12. Include a crest in the upper left-hand corner of your header similar to an official memorandum for record. See AFH 33-337 *The Tongue and Quill* or sister service equivalent for examples of an Official Memorandum for Record.



JOHN A. DOE, SSgt, USAF
Logistics 2-27 Bn

LETTER OF RECOMMENDATION

DATE

MEMORANDUM FOR SPECIAL TACTICS SERE SELECTION BOARD

FROM: X ASOS/CC

XXX. Whatever St

Ft Xxxxx AIN, ST XXXXX

SUBJECT: Special Tactics SERE Recommendation Letter (EXAMPLE)

1. SSgt John A. Doe is my number one recommendation for a Special Tactics SERE Specialist position. SSgt Doe possesses an exceptionally strong duty concept, as evidenced by the motivated and professional way he addresses his daily work, as evidenced by his recent selection as PACAF NCO of the Year. His service conducting personnel recovery operations has been and continues to be - impeccable. I've personally called upon him to instruct me on various SERE skills and physical training concepts. His decision-making ability and clear judgment underscore his unselfish sense of duty. SSgt Doe is highly dedicated to his work as a SERE Specialist, and he exercises every opportunity to better himself and expand his knowledge both on and off duty.
2. SSgt Doe's physical and personal skills, his adaptability and willingness to learn all attribute to his superb ability as a team player. He will be a valued asset to the Special Tactics community. I am confident in my decision for his recommendation. If you have any questions, you may contact me at DSN: XXX-XXXX or by email at:
3. To be blunt, SSgt Doe succeeds magnificently at everything he undertakes. He is a sincere, articulate young NCO who is made of just the right decisive "stuff" we're looking for in our leaders. I am confident they will make an excellent Special Tactics SERE Specialist and recommend his selection on your next board.

JOHN B. HANCOCK, Lt Col, USAF
Commander

NOTE: Letter of Recommendation will be formatted according to AFH 33-337 *The Tongue and Quill*

SPECIAL TACTICS SERE PT TEST

General: Special Tactics SERE Specialist applicants shall complete the physical training test in accordance with these procedures as part of the Special Tactics SERE Specialist application.

Standards: You must complete the minimum number of exercises, run, and ruck within the times specified below. Special Tactics SERE Specialist selection is extremely competitive; you should give your very best effort, which should be well beyond minimums. Your PT Evaluation should have been accomplished within three months of the Phase I due date and as close to Phase I as possible to reflect your current level of fitness.

Calisthenics: pull-ups, sit-ups, and push-ups -- exercise to time limit or until muscle failure

Minimums:

8 pull-ups in 1 minute

(5 minutes rest before next event maximum)

60 sit-ups in 2 minutes

(5 minutes rest before next event maximum)

48 push-ups in 2 minutes

(10 minutes rest before next event maximum)

Run: 3 miles non-stop

Minimums:

3 miles completed within 24 minutes (24:00)

(30 minutes rest before next event maximum)

Ruck: 12 miles non-stop (50lb Ruck - dry)

Minimums:

12 miles completed within 3 hours

Swim: 500m Swim

Minimums: 12:30

The swim will be performed in the PT uniform, mask or goggles, without fins, in a lap pool. The swim is conducted using the freestyle, breaststroke, or sidestroke. The swim is continuous (non-stop). If a member stops any time during the swim, the test will be stopped and recorded as failure.