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J-7/JPRA

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CJCSI 3272.01

19 May 2026

PERSONNEL RECOVERY EXECUTIVE STEERING COUNCIL GOVERNANCE AND MANAGEMENT

References:

- a. JROCM 081-24, 3 October 2024, "(U) Personnel Recovery Capabilities and Doctrine, Organization, Training, materiel, Leadership & Education, Personnel, Facilities and Policy Change Recommendation Update"
- b. Title 10, U.S. Code

1. Purpose. This instruction implements the Personnel Recovery (PR) Executive Steering Council (ESC) as an Assistant Secretary of War for Special Operations and Low-Intensity Conflict (ASW(SO/LIC)) and Joint Staff Director for Joint Force Development, J-7 (DJ-7)-sponsored and Joint Requirements Oversight Council (JROC)-endorsed general officer/flag officer/senior executive service (GO/FO/SES)-level joint body established to analyze and recommend solutions to PR issues. This instruction codifies PR ESC roles and responsibilities, defines duties, and describes the coordination methodology.

2. Superseded/Cancellation. None. This is a new instruction.

3. Applicability. This instruction applies to the Office of the Secretary of War (OSW), Office of the Chairman of the Joint Chiefs of Staff (CJCS) and Joint Staff, Combatant Commands (CCMDs), Services, Defense agencies, and partner nations. Participating allies and partner nations are encouraged to implement this instruction, as appropriate.

4. Authority. In accordance with (IAW) reference (b), the CJCS issues publications and uses CJCS and Joint Staff directives to clarify national and Department of War (DoW) policy and to provide guidance to the Joint Staff, Services, CCMDs, and DoW agencies in accomplishing certain missions.

UNCLASSIFIED

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

5. Policy

a. The PR ESC provides the DoW personnel recovery enterprise direction, advice, assessments, and recommendations on capability needs, operational requirements, non-materiel and materiel development, and functional management to support PR requirements and enhance mission area capabilities across the full spectrum of combat operations.

b. In support of the CJCS, this instruction directs the PR ESC to address PR issues across the full doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy (DOTmLPF-P) spectrum. This PR ESC and its subordinate PR General Officer Steering Committee (GOSC) provide a forum for OSW, Joint Staff, CCMDs, Services, DoW agencies, and partner nations to coordinate policy that meets agreed upon goals for the United States and partner nations.

c. The Joint Personnel Recovery Agency (JPRA) is the office of primary responsibility (OPR) for this instruction.

d. Enclosure A outlines the organization, roles, and membership of the PR ESC and its subordinate PR GOSC and defines key processes and methodologies the ESC employs for issue development and resolution.

6. Responsibilities. See Enclosure B.

7. Summary of Changes. None. This is a new instruction.

8. Releasability. UNRESTRICTED. This directive is approved for public release; distribution is unlimited on the Non-classified Internet Protocol Router Network (NIPRNET). DoW components (to include the CCMDs) and other Federal agencies may obtain copies of this directive through the Internet from the CJCS directives electronic library at <<https://dod365.sharepoint-mil.us/sites/JS-Matrix-DEL/SitePages/Home.aspx>>. Joint Staff activities may also obtain access via the SECRET Internet Protocol Router Network (SIPRNET) directives electronic library web sites.

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UNCLASSIFIED

CJCSI 3272.01
19 May 2026

9. Effective Date. This INSTRUCTION is effective upon signature.

For the Chairman of the Joint Chiefs of Staff:



PAUL C. SPEDERO, Jr., RADM, USN
Vice Director, Joint Staff

Enclosures

- A – Organization, Roles, Membership, and Meeting Frequency
- B – Processes, Roles, and Responsibilities

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CJCSI 3272.01
19 May 2026

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CJCSI 3272.01
19 May 2026

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CJCSI 3272.01
19 May 2026

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UNCLASSIFIED

CJCSI 3272.01
19 May 2026

TABLE OF CONTENTS

	Page
ENCLOSURE A – ORGANIZATION, ROLES, MEMBERSHIP, AND MEETING FREQUENCY	A-1
Organization and Membership	A-1
Meeting Frequency and Administration	A-2
ENCLOSURE B – PROCESSES, ROLES, AND RESPONSIBILITIES.....	B-1
Process for Issue Development and Resolution	B-1
Executive Steering Council Components’ Roles and Responsibilities.....	B-2
Executive Steering Council Position Responsibilities	B-4

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

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UNCLASSIFIED

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

ENCLOSURE A

ORGANIZATION, ROLES, MEMBERSHIP, AND MEETING FREQUENCY

1. Introduction. The PR ESC was established in July 2023, with follow-on endorsement from the Joint Capabilities Board in reference (a), as an on-going forum to improve joint/coalition PR capability and interoperability and provide oversight and guidance on JPRA activities and resourcing decisions and actions.

2. Organization and Membership

a. Executive Steering Council Principals. Chaired by both the ASW(SO/LIC) and the DJ-7, the ESC is comprised of 2-/3-star (or civilian equivalent) principal representatives from the CCMDs; Joint Staff Directorate for Manpower and Personnel, J-1; Joint Staff Directorate for Intelligence, J-2; Joint Staff Directorate for Operations, J-3; Joint Staff Directorate for Logistics, J-4; Joint Staff Directorate for Strategy, Plans, and Policy, J-5; Joint Staff Directorate for Command, Control, Communications, and Computers/Cyber, J-6; Joint Staff Directorate for Force Structure, Resources, and Assessment, J-8; the Office of the Joint Staff Surgeon (OJSS); Services; OSW; DoW agencies; and participating partner nations. ESC principals are GO/FO or civilian-equivalent senior leaders from organizations that lead subordinate organizations working PR related matters.

b. General Officer Steering Committee. The GOSC is chaired by both the Deputy Assistant Secretary of War for Irregular Warfare and Counterrorism (DASW(IWCT)) and the Joint Staff Vice Director for Joint Force Development, J-7. The GOSC is comprised of 1-/2-star (or civilian equivalent) representatives from the CCMDs, Joint Staff (J-1, J-2, J-3, J-4, J-5, J-6, J-8, and OJSS), Services, OSW, DoW agencies, and participating partner nations. GOSC members are GO/FO or civilian-equivalent senior leaders from organizations that lead subordinate organizations working PR related matters.

c. Personnel Recovery Executive Steering Council Secretariat. The PR ESC Secretariat resides within JPRA. The Secretariat is comprised of functional experts on PR matters and provides administrative and staffing support to both the ESC and the GOSC.

3. Meeting Frequency and Administration

a. Personnel Recovery Executive Steering Council Annual Meetings. ESC principals (GO/FO/SES) meet annually, or as directed, to resolve critical PR issues.

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

b. Personnel Recovery General Officer Steering Committee Meetings.
Members meet once a year.

c. Administration. All scheduling, agendas, and summaries of conclusions (SoCs) will be coordinated and staffed by JPRA. To the extent possible, meetings should be held in facilities that will accommodate discussions up to the highest classification level required.

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

ENCLOSURE B

PROCESSES, ROLES, AND RESPONSIBILITIES

1. Process for Personnel Recovery Executive Steering Council Issue Development and Resolution

a. Identification of Personnel Recovery Issues. Members of JPRA-sponsored PR working groups (WGs) and cross-functional teams are encouraged to identify potential issues that would benefit from ESC involvement. Potential issues should be presented during the PR WG meetings and include issues and lessons observed from exercises, experimentation, and wargames. Further, non-materiel requirements validated through formal processes should also be considered as topics to steer a coordinated joint staff approach to addressing PR capability and capacity gaps.

b. Methodology. The ESC uses a “consensus-building” approach with face-to-face meetings, visual and audio teleconferencing, and e-mail coordination to resolve conflicting staff positions.

c. Consensus/Resolution. While it is the goal of the ESC to reach consensus among all members (including partner nations), U.S. interests will take precedence when making recommendations to higher-level decision makers. Members representing partner nations take no active part in providing specific advice or recommendations for DoW or U.S. action. If U.S. membership cannot reach consensus at the principal (GO/FO/SES) level, issues will be forwarded to the Service Deputy Operations Deputies or Service Operations Deputies (OpsDepts) for operational matters, or the appropriate Joint Staff process for requirements-related matters for resolution.

d. Documentation. Direction, guidance and resolutions will be captured in a SoC. This SoC captures approvals, direction, and guidance, and assigned OPR and offices of coordinating responsibility.

2. Executive Steering Council Components’ Roles and Responsibilities

a. Personnel Recovery Executive Steering Council Principals. The PR ESC principals (3-star/SES-level) have the following duties consistent with the guidance provided by OSW, CJCS, and the JROC:

(1) Ensure proper representation is provided at both the PR GOSC and the PR ESC. The following entities are required to maintain designated representatives to the PR ESC: CCMDs, Joint Staff, Services, OSW, and DoW

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

agencies. Participating nations are encouraged to implement this instruction, as appropriate.

(2) Make recommendations for improving or upgrading existing capability, capacity shortfalls, and interoperability and integration that can enable the support to and recovery of isolated personnel.

(3) Provide guidance and recommendations for new capabilities.

(4) Analyze issues, and provide a prioritized list of recommendations to the CCMDs, Joint Staff, Services, OSW, DoW agencies, and partner nations.

(5) Identify new capabilities, shortfalls/gaps, and lessons observed, and provide recommendations for integrated joint and coalition action.

(6) Make DOTmLPF-P recommendations.

(7) Provide recommendations to DoW processes/decision bodies (operations, requirements, acquisition, or programming). Examples include, but are not limited to, the Deputy's Management Action Group, OpsDepts, and JROC.

(8) As required, provide functional expertise to support planning, development, execution, and analysis to address identified issues and gaps collected from exercises, wargames and experimentation.

(9) Service representatives provide a review to the PR ESC on Service PR programs and investments that could enable the ability to support and recover isolated personnel.

(10) Allied and partner nation members are encouraged to present issues and operational concerns they have identified as critical to coalition force capability development and interoperability. Allied/partner nation members participate IAW respective national authority direction, and as requested by the PR ESC Chair/U.S. senior leader guidance.

b. Personnel Recovery General Officer Steering Committee WG. The PR GOSC WG (2-star/SES level) perform the following duties consistent with guidance provided by the PR ESC Principals:

(1) Conduct PR ESC activities IAW guidance provided by the PR ESC Chairman.

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

(2) Nominate topics for PR ESC consideration and advise the PR ESC chairs on issues requiring review.

(3) Resolve issues at the lowest level possible to ensure only GO/FO appropriate issues are brought to the PR ESC principals for decision.

(4) Perform other duties as assigned to support the PR ESC.

3. ESC Position Responsibilities

a. PR ESC Chairs. The ASW(SO/LIC) and DJ-7:

(1) Provide oversight of the ESC.

(2) Approve the agenda and convene ESC meetings, oversee work, and ensure prompt execution of ESC business.

(3) Act on behalf of the ESC and liaise with the CCMDs, Joint Staff, Services, OSW, DoW agencies, and participating partner nations.

(4) Approve and disseminate ESC SOCs.

b. PR General Officer Steering Committee Chairs. The DASW(IWCT) and VDJ-7:

(1) Provide oversight of the PR GOSC.

(2) Approve the agenda and convene PR GOSC meetings, oversee work, and ensure prompt execution of ESC business.

(3) Act on behalf of the PR GOSC and liaise with the CCMDs, Joint Staff, Services, OSW, DoW agencies, and participating partner nations.

(4) Approve and disseminate PR GOSC SOCs.

c. PR ESC Secretariat. JPRA:

(1) Supports the ESC chairs and principals in executing their responsibilities.

(2) Coordinates oversight of the ESC process and other PR issues requiring review, such as those captured from experimentation, wargames, exercises, and lessons learned.

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

- (3) Conducts PR ESC pre-briefs with the chairs to ensure content and presentation are appropriate.
- (4) Develops the schedule and agenda for ESC meetings.
- (5) Consolidates ESC briefings.
- (6) Facilitates internal and external coordination among ESC members, including distribution of appropriate ESC material to partner nations via approved information sharing systems.
- (7) Reviews, develops, updates, and promulgates ESC administrative procedures and publications, to include this instruction.
- (8) Provides continuity and Joint Staff POCs for all ESC business.
- (9) Maintains ESC historical documents and information.
- (10) Produces SOC and implement direction and guidance.

UNCLASSIFIED

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

GLOSSARY

ASW(SO/LIC)	Assistant Secretary of War for Special Operations and Low-Intensity Conflict
CCMD	Combatant Command
CJCS	Chairman of the Joint Chiefs of Staff
DASW(IWCT)	Deputy Assistant Secretary of War for Irregular Warfare and Countering Terrorism
DJ-7 DOTmLPF-P	Joint Staff Director for Joint Force Development, J-7 doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy
DoW	Department of War
ESC	Executive Steering Council
GO/FO/SES GOSC	general officer/flag officer/senior executive service General Officer Steering Committee
IAW	in accordance with
J-1	Joint Staff Directorate for Manpower and Personnel, J-1
J-2	Joint Staff Directorate for Intelligence, J-2
J-3	Joint Staff Directorate for Operations, J-3
J-4	Joint Staff Directorate for Logistics, J-4
J-5	Joint Staff Directorate for Strategy, Plans, and Policy, J-5
J-6	Joint Staff Directorate for Command, Control, Communications, and Computers/Cyber, J-6
J-7	Joint Staff Directorate for Joint Force Development, J-7
J-8	Joint Staff Directorate for Force Structure, Resources, and Assessment, J-8
JPRA	Joint Personnel Recovery Agency
JROC	Joint Requirements Oversight Council
NIPRNET	Non-classified Internet Protocol Router Network
OJSS	Office of the Joint Staff Surgeon
OPR	office of primary responsibility
OpsDepts	Operations Deputies

UNCLASSIFIED

CJCSI 3272.01
19 May 2026

OSW	Office of the Secretary of War
PR	Personnel Recovery
SIPRNET SOC	SECRET Internet Protocol Router Network summary of conclusions
WG	working group