12A Talent Development Model

Years of Service	2	4	6		3 10	12	14	16	18	20	22	24	26	28	30
	W		1												
Key Leadership Position MQ rating and highly numerated ranking										Oper Engir	Brigade or h				
Military/Civilian Education	DLC 1	/LC	DLC 2	ALC	DLC 3 SLC Associate's D	egree	MLC Bachelor's De	gree	DLC 5	ic .		Nom ster's Degree			
Key Development										Hig Chi Pro	talion CSM, I her Operatio ef Engineer N tection NCO, her CSM, BEE	ns Sergeant, NCO, Senior , Brigade or			
Broadening Opportunities									B III S S F F	BEB OC/T, B nstructor/W Senior Enlist Seminar Pro House Fellov Sellowship, S Major, Asym	DE CSM OC/T Vriter, Chief (sed Advisor, F gram, CSA St wship, US Arr Senior Opera nmetric Warf	M Observer-Co T, Chief Instruc Career Manage HQDA Strategic rategic Studies my Sergeants N tional Advisor, are Operational erational Specia	tor, Chief ment NCO, Broadenin Group, Wh Majors Acad Team Serg Il Support	nite Jemy	
Military Training									T	raining, for	ce Managem Course, Senic	ourse, Culture lent Course, Jo or Enlisted Join	int Enginee	r	

12B Talent Development Model Years of Service 2 4 6 8

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	*														
Key Leadership Position MQ rating and highly numerated ranking			Instructo SGT, Assi Plans NC	Sqd Ldr (K9) or (Sapper), (t Ops SGT, A O Recon SG y Supervisor, visor	Ops Detac sst Instru T, Opera	ıctor (Sapp	rgeant (K9),								
Military/Civilian Education	DLC 1		DLC 2		SLC sociate's Degree	e	MLC Bachelor's Deg	gree	DLC 5	2		Nom			
Key Development			Instructor SGT, Asst Plans NCO	qd Ldr (K9), (Sapper), O _l Ops SGT, Ass), Recon SGT Supervisor, sor	ps Deta st Inst r, Ope	ructor (Sap	ergeant (K9), oper), rgeant, SFAB								
Broadening Opportunities			Coach/	Trainer, Instruct	or/Writer, Secur Defense Attaché S Milit Car Opp Coord	ary Science Ins Sc	Group Leader, Obsetance Brigade, Asyr House Fellowship F structor, training Do chools NCO O, MDD SGT, Asst II for, Sexual Assault r Advisor CSA Strate, ategic Broadening S	eveloper, S, Equal esponse gic Studies							
Military Training		9	Basic Airborne Co School, Air Assau Ordnance Clearar Leaders Course, I Vehicle Master G Master Fitness, N	lt, Rappel Mas nce Agent, Cou ntermediate S unner, Bradle	ster, Ranger, Sa unter Explosive earch Course, y Leader Cours	Training, Jun apper, Pathfi e Hazards Pla Bradley Infar e, Battle Staf	mpmaster inder, Explosive anner, R2C2 ntry Fighting ff NCO Course,								
			R2C2 Operators (Mine Detection D		Joint Er	igineer Oper	rations Course								

12C Talent Development Model Vears of Service 2 4 6 8

Years of Service	2	4	6 8	10	12	14	16	18	20	22	24	26	28	30
	•													
Key Leadership Position MQ rating and highly numerated ranking			Senior boat C Section Lead		Engineer Plat Reconnaissan Operations Se									
Military/Civilian Education	DLC 1	:	DLC 2	DLC 3 SL Associate'		MLC Bachelor's Degre	ee	DLC 5			Nom			
Key Development			Senior boat Op Section Leader		Engineer Plate Reconnaissan Operations Se	ice Sergeant								
Broadening Opportunities				Sr. Trai Develo rfare	Asymmetric War Specialist, Asst		upport/ Operati EOA, SARC, Car	eer						
Military Training			White House Fello Air Assault, Cultur Staff NCO Course, Combatives Instru	re and Langua Master Fitne Ictors Course Joint Eng Inspecto	Group, HQDA Broa ge Training, Rap ss Trainer, Maste	pel Master, Rang er Resilience, Bas s Course, se, Tactical	hite House Fello							

12D Talent Development Model Years of Service 2 4 6 8

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W														
Key Leadership Position MQ rating and highly numerated ranking				ing Supervisor, covery Supervis	or	Senior diving Reconnaissar NCOIC		, First Sergean Diving Super							
Military/Civilian Education	DLC 1	с	DLC 2		SLC Associate's		DLC 4 ML Bachelor's		DLC 5	мс		Nom aster's Degree			
Key Development				g Supervisor, very Supervisor 30)	r	Senior diving Reconnaissan NCOIC (12D40	ice Team	First Sergea Diving Supe (12D50)							
Broadening				eant, AIT PSG, Instructor, Writer	NC	T PSG, Diver Liai CO, Skill Develop nior Instructor/	oer,	Chief Diving S Master Salva							
Opportunities			A	symmetric Warfa	re Opera	tional Support, D	efense Attach	hé System, white H	ouse Fellowshi	ip					
								etric Operational , HQDA Broaden		SA					
		_						SARC, Brigade Vi	ctim Advoca	te,					
Military Training			Rappel Mas		School, Ba	sic Combatives In		ctical Combatives C urse (Level III), (SHA),					
						oint Engineer Oper General Course	rations Cours	e, Equal Opportuni	ty Advisor Cou	ırse, Inspecto	or				

12H Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W														
Key Leadership Position MQ rating and highly numerated ranking		L S C	Construction eader, Const upervisor, H Construction Construction	truction Iorizontal Supervisor,	Cons Cons	oon Sergeant, truction Supe truction Insper ations Sergea	rvisor, ector,								
Military/Civilian Education	DLC 1		DLC 2	A	SLC sssociate's De	egree	MLC Bachelor's De	gree	DLC 5	:		Nom ster's Degree			
Key Development		Lea Sup Cor	nstruction So ider, Constru pervisor, Hor instruction Su instruction In	uction rizontal upervisor,	Const Const	on Sergeant, S cruction Super cruction Inspec ations Sergear	visor, ctor,								
Broadening Opportunities			Obs War	erver-Coach, rfare Operati oup Leader,	Senice Constitution on the Constitution of the	dvisor, Asst IG rational Special p, HQDA Broad	, Asymmetric r Leader, SARC, , Asymmetric W list, CSA Strateg dening Seminar Public Works NO	Jarfare gic Studies , White							
Military Training		Aii			, Jumpmast Jo Ec	ter, Ranger, Sh	ne, Combatives HARP, MFT, MI Operations Con nity Advisor Co ral Course	urse,							

12M Talent Development Model Years of Service 2 4 6 8

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	₩.		6												
Key Leadership Position MQ rating and highly numerated ranking			Station Chief, S Leader, Fire Ins		Fire	e Chief									
Military/Civilian Education	DLC 1		DLC 2	4	SLC	e	MLC Bachelor's Degree	2	DLC 5	:		Nom aster's Degree			
Key Development			ation Chief, Sq ader, Fire Insp		Fire	Chief									
Broadening Opportunities		Oper		geant, Inst re rt, Defense	Traini SARC,	re Chief Oo ng Develop Brigade Vi cate, EOA, A	oer, ictim								
Military Training			Master Ju II,III Resc Course, Course	imp Maste ue Technic Wild land , National	ne, Combatives er, Certified Fire cian Course, Ha Firefighter I, II Incident Mana apport of civil A	e Inspector azardous M I, Plans Exa agement Sy	r Level I, laterials miner rstem								

12N Talent Development Model

ears of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	₩.														
Key Leadership Position MQ rating and highly numerated ranking			Squad Leader, Sergeant, Hori Construction S Construction E supervisor, Co Foreman	zontal upervisor, quipment	Horizor Superv Inspect Equipm	n Sergeant, S ntal Constructisor, constructor, Construction, Construction, Supervisions Sergean	ction ction tion sor,								
Military/Civilian Education	DLC 1	:	DLC 2		SLC sociate's Deg	gree	MLC Bachelor's D		DLC 5	ис		Nom			
Key Development		:	Squad Leader, Sergeant, Horiz Construction St Construction Ed Supervisor, Cor Foreman	ontal upervisor, quipment	Horizont Supervis Inspecto Equipme	Sergeant, Se tal Construct for, construct or, Constructi ent Superviso ons Sergeant	ion tion ion or,								
Broadening Opportunities			Warfare Gr	oup Operatio wship. Traini Writer,	Senior Sm Sergeant, Senior Ins Managem EOA, Asyn Specialist,	all Group Leac Senior Trng M tructor/Writer ent NCO, SARO nmetric Warfa CSA Strategic	der, AIT Platoor	1							
Military Training			Course, Air	Assault, Airb	orne, Comb Immnmaster Joint Engi		, II, III,								

12P Talent Development Model

ears of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	*		E												
Key Leadership Position MQ rating and highly numerated ranking			Senior Power Electrician, Se Station Mecha Power Station Instrumentati Senior Power	nior Power anic, Senior I on Technician	Intelligo Operati Senior I Electric	Power Supervence Sergean ions Sergean Power Statio ian, Senior Po Mechanic	it, t, n								
Military/Civilian Education	DLC 1		DLC 2	A	SLC	ree	MLC Bachelor's De	egree	DLC 5	c		Nom aster's Degree			
Key Development			Senior Powe Electrician, S Station Med Power Static Instrumenta Technician, S Plant Operat	enior Power hanic, Senior on tion Senior Power	Operation Power St Senior Po	ower Supervis nce Sergeant, ons Sergeant, tation Electric ower Station	, Senior cian,								
Broadening Opportunities			Recruit Trainin Develo Facilitie Coordir	er, g per, es Project	SARC, Br Asymme Specialis Group, H White Ho	ouse Fellows COIC, Senior	A, Asst IG, Operational gic Studies ning Seminar hip, Public	·,							
Military Training			Combat	ive Level I, II	I, III, Culture	and Languag	e Training								

12T Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W.														
Key Leadership Position MQ rating and highly numerated ranking			Leader,	al Engineer Sq Technical phic survey N	Senio	Technical Eng Technical raphic Survey									
Military/Civilian Education	DLC 1		DLC 2	c	DLC 3 SLC Associate's Deg		MLC achelor's Degr	ee	DLC 5	c		Nom aster's Degree			
Key Development		L	eader, Tec	ngineer Squad hnical c survey NCO	Senior Te	echnical Engine echnical bhic Survey NC									
Broadening Opportunities			Opera	tional Support. Group	Asymmetric Operational Inspector G Strategic Br Program, W Fellowship, Studies Gro	Mgmt NCO, Warfare Specialist, Asst eneral, HQDA oadening Semin hite House CSA Strategic	ar								
Military Training				aster, Jump N		ning, Airborne ives Level I, II,									

12X Talent Development Model

Years of Service	2	4	6	. 8	10	12	14	16	18	20	22	24	26	28	30
	W		1												
Key Leadership Position MQ rating and highly numerated ranking							Sergean Sergean Mainter	t, Construc	rations tion Operations tion Inspector, rvisor, Power	i					
Military/Civilian Education	DLC 1	:	DLC 2		DLC 3 SLC Associate's De	egree	MLC Bachelor's Deg	ree	DLC 5			Nom ster's Degree			
Key Development							S C C	ergeant, Coperations Constructions Maintenance	nt, Operations onstruction Sergeant, n Inspector, e Supervisor, on Sergeant						
Broadening Opportunities							Observ Comba Career EOA, A Opera Warfa Strate Broade	ver-Coach/1 at Developm Manager, S Asst IG, Asyn tional Supp re Operatio gic Studies G ening Semir	BEB Senior rainer, Senior nent NCO, Senior ARC, Brigade VA nmetric Warfare ort, Asymmetric nal Specialist, CS Group, HQDA aar, White House Senior Advisor	Α					
Military Training						Ra Ra Op	r Assault, Cultur appel Master, Ju anger, Battle Sta perations Cours spector Genera	imp Maste aff NCO, SH e, Equal Op	r, Combatives Lo ARP, MRT, MFT	evel I, II, I , Joint En	III, IV, gineer				

12Y Talent Development Model

ears of Service 2	4	6 8	10	12	14	16	18	20	22	24	26	28
*												
Key Leadership Position MQ rating and highly numerated ranking	Squad Lea Geospatia Sergeant (Senior Ge Sergeant	ospatial Engine (12Y40)	er	Senior Geos Operations S	patial Engine Sergeant	er		atial Operation C or 7S level)	ns SGM,	
Military/Civilian Education	C	ALC	SLC Associate's Do		MLC Bachelor's De	gree	DLC 5	:		Nom sster's Degree		
Key Development	Geospa	Leader, Senior ntial Engineer nt (12Y30)		r Geospatial Engi ant (12Y40)	neer	Senior Geos Operations	spatial Engined Sergeant	er		ospatial Operat M (7C or 7S lev		
		Asymme	etric Warfare G	Group, Defense Att	aché System,	White House Fell	owship					_
Broadening Opportunities			orill SGT, Instru eader, Training	ctor/Writer, Smal g Developer	-			US		ship/SGM or CSI Engineer or OSU		
		Recruiter, Insti	ructor H	QDA Strategic Bro	adening Semi	nar, CSA Strategio	Studies Group	•				
				Career Managem NCO (HRC), Obse Coach Trainer (O	rver Se	enior Career Mana nior Combat Deve Senior Instructor	elopment NCO,					
Adilian Tarining			Ва	attle Staff, Master	Fitness Traine	er (MF)				ed Joint Professi ion (SEJPME) I-II	•	
Military Training				borne, Jumpmast , Rappel Master, N			Join	t Engineer C	perations Cou	rse (JEOC)		
		Basic Combation		mbatives Instructo Level IV	or Course							

12Z Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W														
Key Leadership Position MQ rating and highly numerated ranking								ergeant, Senio ntelligence Se NCO		·					
Military/Civilian Education	DLC 1	с	DLC 2		SLC Associate's D	egree	MLC Bachelor's De	egree	DLC 5	лс		Nom Ster's Degree			
Key Development								First Sergean Engineer NCC Sergeant, Chi), Intelligence						
Broadening Opportunities							Operati Coach/1 Instruct Senior (Operati Operati Warfare EOA, Se White H	structor/Writer ons Sergeant, So Frainer, Senior I or, Senior Small Combat Develor onal Advisor, As onal Support, A e Operational Sp nior R&D NCO, louse Fellowshi Group, HQDA B	enior Observer Military Science Group Leader Iment NCO, SF, Symmetric Wal Symmetric Decialist, Asst II Defense Attacl p, CSA Strategi	e , AB rfare G, hé, c					
Military Training						As Oi Pl: Cc Cc Fit	irborne, Cultur ssault, Rappel rdnance Cleara anner Course, purse, Joint Engourse, Equal O tness Trainer C	Master, Pathf ance Agent, Co Intermediate gineer Operat pportunity Ad	inder, Range ounter Explos Search Cours ions Course, visors Course	r, Explosive sive Hazaro se, R2C2 Le Battle Staf e, MRT, Ma	e ds eaders ff NCO aster				