

## **Aviation (CMF 15) Career Progression Plan**

### **Chapter 1. Duties**

U.S. Army Aviation conducts a broad spectrum of OPS to meet the ever-changing demands of modern battlefields and noncombat-related mission requirements. The mission of Army Aviation is to find, fix and destroy any enemy through fire and maneuver, to provide combat support and combat service support in coordinated operations as an integral member of the combined arms team fully integrated within a joint operational framework. To conduct these missions, a variety of aircraft and aviation systems are implemented. The Army Aviation fleet of aircraft is broken up into five major groupings: Assault, Attack, General Support, Reconnaissance and Unmanned Aircraft Systems (UAS). CMF 15 Aviation, is presently made up of 18 MOSs separated into two major sections, aviation maintenance, and aviation OPS. Aviation maintenance involves the service and maintenance of aircraft, aircraft components, avionics equipment, armament, electrical systems. Aviation OPS includes air traffic services, tactical aviation OPS. The unique combination that these 18 MOSs form when used together coupled with the organic flexibility and versatility that make up U.S. Army Aviation, which also makes it the best aviation force in the world.

### **Chapter 2. Transformation**

The keystone warfighter formation of Army Aviation is the Combat Aviation Brigade (CAB). Under transformation, the CAB has become an increasing modular formation capable of operating from multiple, displaced locations and conducting simultaneous, distributed OPS. The CABs typically employ a task-organized force with these capabilities. The fundamental “building block” of Army Aviation’s modular designs is the Aviation line company. To support OPS from multiple, dispersed locations, aviation units rely heavily on the expertise of an array of individual Soldiers, teams, sections, and platoons that provide essential maintenance/supply service functions to the force. What this means for the aviation Soldier is that they must be competent and confident enough in their area of expertise to provide essential support with minimum leadership oversight. For the typical aviation NCO, it means that they will often be called upon to independently lead small teams providing critical support to elements far from CAB/Task Force/Company primary bases of support; putting a premium on both their technical expertise and their leadership skills.

### **Chapter 3. Recommended career management self-development, by rank**

*a. Private E-1: specialist/corporal.*

(1) The quality and success of a Soldier’s career is in direct proportion to the Soldier’s consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving excellence will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) Soldiers should study and master the following military publications: STP 21-1-SMCT; FM 4-25.11; AR 670-1; FM 3-90.61; TM 1-1500-204-23-1 thru-10, and all unit level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following are suggested for self-development: The NCO professional reading list in FM 7-22.7, AKO, and the Reimer Digital Library (<http://www.train.army.mil/>), ACT website, ADP 6-22, NCOPDS, and NCO Guide all contain additional reading material for self-development. SSD 1 must be completed prior to attending the Basic Leader Course (BLC).

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing and able to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier’s desire to

excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through the Functional Academic Skills Training program (FAST). Taking additional civilian education courses such as English composition, basic mathematics, effective writing and communication skills will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online. While not a requirement for promotion, but in keeping in line with continuous self-improvement, Army Aviation believes that all Soldiers should strive to complete 120 credits of college through the course of their careers. Aviation Soldiers with an Associate's degree or higher in conjunction with a balanced military education may set themselves above their peers when being considered for advancement.

(5) Achievement. Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement. Soldiers selected by their peers for membership in the SGT Morales or SGT Audie Murphy Clubs as well as recognition as Brigade or higher "NCO of the Quarter" or "NCO of the Year" awards, should be considered above their peers.

(6) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(7) Soldiers may also earn promotion points for technical credentials. A list of credentials can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(8) SSD 1 must be completed prior to attending the BLC.

*b. Sergeant.*

(1) The quality and success of a SGT's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. SGT's committed to achieving excellence will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) Sergeants should study and master the following military publications: STP 21-24-SMCT Warrior Leader skill Levels 2, 3 and 4, FM 6-22 Army Leadership, all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following are suggested for self-development: The NCO professional reading list in FM 7-22.7, AKO, The Reimer Digital Library (<http://www.train.army.mil/>), ACT website, ADP 6-22, NCOPDS, and the NCO guide all contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing and able to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is highly recommended. Soldiers may plan their college program around a degree that relates to their MOS using information provided on the SOCAD Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for technical certification; a list of certifications are available on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) Soldier boards such as "NCO of the Quarter", "NCO of the Year" and the SGT Audie Murphy/SGT Morales Club broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(7) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Web site.

(8) Soldiers may also earn promotion points for technical certification, a list of certifications can be found on the

COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(9) The best qualified SGTs should have 24 months rated time in an authorized leadership position. Possess one or more of the following qualifications: a consistently strong pattern of "meeting the standard" ratings on their DA Forms 2166-9-1 with a consistent pattern of senior rater comments that clearly state the Soldier is most qualified and has a strong potential to serve at the next higher grade, completion of 30 semester hours toward an Associate's Degree, or recognition as a Distinguished Honor Graduate, Honor Graduate or top 20% Commandant's list during NCOES or MOS enhancing courses.

(10) SSD 2 must be completed prior to attending ALC.

*c. Staff sergeant.*

(1) The quality and success of a SSG's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. SSGs who are committed to achieving excellence will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: STP 21-24 Soldier's Manual of common Tasks, Warrior Leader Skill Levels 2, 3 and 4, -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following are suggested for self-development: The NCO professional reading list in FM 7-22.7, AKO, the Reimer Digital Library (<http://www.train.army.mil/>). ACT website, ADP 6-22, NCOPDS, and NCO guide all contain additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing and able to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that enhances their personal and professional development using information provided on the SOCAD Web site. These self-development options are based on the SSGs own desire to excel. At this stage, it is highly recommended that SSGs seek opportunities to pursue completion of an associate's degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities are available at the ACES Web site.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for technical certification; a list of certifications are available on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) The best qualified SSGs should have 24 months rated time in an authorized leadership position. Possess one or more of the following qualifications: a consistently strong pattern of far exceeded standard ratings on their DA Forms 2166-9-2 with a consistent pattern of senior rater comments that clearly state strong potential to serve at the next higher grade, completion of 60 semester hours toward an Associate's Degree, or recognition as a Distinguished Honor Graduate, Honor Graduate or top 20% Commandant's list during NCOES or MOS enhancing courses.

(7) SSD 3 must be completed prior to attending SLC.

*d. Sergeant first class.*

(1) As NCO's become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to develop the Army Attributes and Competencies. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel

management, time management, Army OPS, and battle staff functions should be emphasized as essential to an SFC.

(2) These NCOs should study and master the following additional military publications: AR 350-1, AR 750-1, TC 3-04.07, TC 3-04.11, FM 3-04.513, ATP 3-04.1, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following are suggested for self-development: The NCO professional reading list in FM 7-22.7, AKO, the Reimer Digital Library (<http://www.train.army.mil/>), ACT Website, ADP 6-22, NCOPDS (NCO 2020), and the NCO guide all contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFC willing and able to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed an Associate's Degree by 12 years' time in service and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army OPS, and battle staff functions should be emphasized as essential to an SFC.

(5) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities are available at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn technical certifications; a list of certifications can be found on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(7) The best qualified SFC will have 24 months rated time in an authorized leadership position, or 12 months rated time as a senior aviation sergeant or first sergeant. Possess one or more of the following qualifications: a consistently strong pattern of far exceeded standard ratings on their DA Forms 2166-9-2 with a consistent pattern of senior rater comments that clearly state strong potential to serve at the next higher grade, completion of 90 semester hours toward an Associate's Degree or higher, or recognition as a Distinguished Honor Graduate, Honor Graduate or top 20% Commandant's list during NCOES or MOS enhancing courses.

(8) SSD 4 must be completed prior to attending MLC.

*e. Master sergeant/first sergeant.*

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to teach, coach, and mentor Soldiers. Civilian education may be considered a major discriminator for selection to SGM due to limited authorization and highly competitive records. Continuing civilian education towards the completion of a bachelor's degree is highly recommended.

(2) MSG/1SG should study and master the following military publications: AR 350-1, AR 750-1, TC 3-04.07, TC 3-04.11, FM 3-04.513, ATP 3-04.1, all -10 level maintenance manuals associated with their equipment, and battle drills associated with their current assignment.

(3) The following are suggested for self-development: The NCO professional reading list in FM 7-22.7, AKO, the Reimer Digital Library (<http://www.train.army.mil/>), ACT Website, ADP 6-22, NCOPDS (NCO 2020), and the NCO guide all contain additional reading material for self-development. (3) MSGs should recognize their new role as a SNCO and pursue functional courses that will enhance their understanding of how the Army runs in order to influence and contribute to the success of their organizations.

(4) The ACT website provides an excellent resource for education, leadership and technical proficiencies.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL Web site.

(6) The best qualified MSG will have 24 months rated time in an authorized leadership position, or 12 months rated time as a senior aviation sergeant or first sergeant. Possess one or more of the following qualifications: a consistently strong pattern of far exceeded standard ratings on their DA Forms 2166-9-2 with a consistent pattern of senior rater comments that clearly state strong potential to serve at the next higher grade, completion of a degree program (Bachelor's or Master's degree) or accumulate 120 semester hours of college credit towards a degree, or recognition as a Distinguished Honor Graduate, Honor Graduate or top 20% Commandant's list during NCOES or MOS enhancing courses.

(7) SSD 5 must be completed prior to attending USASMA.

*f. Sergeant major/command sergeant major.*

(1) The goal of the SGM/CSM is to possess an upper level degree and be working toward a Master's degree in their chosen discipline. Activities like professional reading, writing, and college courses help the SNCO develop organizational leadership skills needed to teach, coach, and mentor Soldiers. All Aviation SGM/CSM need to possess outstanding communications skills. Abilities in public speaking are important since the SGM/CSM will be representing the command in Army functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list. The NCO professional reading list in FM 7-22.7, AKO, the Reimer Digital Library (<http://www.train.army.mil/>), ACT Website, ADP 6-22, NCOPDS (NCO 2020), and the NCO guide all contain additional reading material for self-development. Strategic reading concerning world politics, geo-political issues Diplomatic, Information Operations, Military, Economic, Financial, Intelligence, Law Enforcement (DIMEFIL) and field manuals relating to Army OPS and current battle doctrine to enhance the knowledge base of the leader.

(3) All SGMs and CSMs are expected to enroll and complete SSD 5, which focuses on strategic OPS.

#### **Chapter 4. Military occupational specialty 15B aircraft powerplant repairer**

*a. Major duties.* A Soldier in MOS 15 aircraft powerplant repairer performs and/or supervises inspections, testing, cleaning, repairs, maintenance and storage according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft powerplant subsystems, assemblies, and components. Requisitions and maintains shop and bench stock for repair of aircraft powerplant equipment. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Aircraft Powerplant Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced aircraft powerplant repairer.

**Private E-1–Specialist/Corporal (15B10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an aircraft powerplant repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant (15B20).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, aircraft powerplant repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Staff sergeant (15B30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior aircraft powerplant repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15B's selected for promotion to SFC will be merged into MOS 15K, aircraft components repair supervisor. See chapter 25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program. SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

### **Chapter 5. Military occupational specialty 15B professional development model**

Access to the “Career Maps” is from the ACT Web site. They are located under the “plan” tab, then “professional development model” link at the following Web address:

<https://actnow.army.mil>.

### **Chapter 6. Military occupational specialty 15B Reserve Component**

The MOS 15B in the RC is managed the same as the AC. (See chapter 4.)

### **Chapter 7. Military occupational specialty 15D aircraft powertrain repairer**

*a. Major duties.* A Soldier in MOS 15D performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures on aircraft powertrain systems to include the lubrication of required components and the removal and installation of aircraft subsystems such as main and tail rotor hub assemblies. Prepares forms and records for turn-in and other requests related to aircraft maintenance. Typically assigned to both aviation field and sustainment maintenance units.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waivers requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Aircraft Powertrain Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO’s MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced Aircraft Powertrain Repairer.

#### ***Private E–1–Specialist/Corporal (15D10).***

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an Aircraft Powertrain Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (15D20).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, aircraft powertrain repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15D30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior aircraft powertrain repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15Ds selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See paragraph 8–25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

## **Chapter 8. Military occupational specialty 15D professional development model**

Access to the “Career Maps” is from the ACT Web site. They are located under the “plan” tab, then “professional development model” link at the following Web address:  
<https://actnow.army.mil>.

## **Chapter 9. Military occupational specialty 15D Reserve Component**

The 15D MOS in the RC is managed the same as the AC. (See chapter 7.)

## **8–10. Military occupational specialty 15E unmanned aircraft systems repairer**

a. *Major duties.* The unmanned aircraft systems repairer supervises, inspects and performs UAS field and sustainment maintenance. Repairs the aircraft electrical, avionics, radio frequency, propulsion and fuel systems. Removes and replaces optical payload and weapons systems to include the electrical, electronic, and mechanical systems. Maintains and repairs the ground control station electrical and electronic systems, the ground data terminal electrical,



electronic, and radio frequency systems, takeoff and landing systems, and associated ground support equipment. Prepares UAS related maintenance forms and records.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. A UAS Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UAS Repairer.

#### ***Private E–1–Specialist/Corporal (15E10).***

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as a UAS Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example Soldier of the Month board and other competitive boards).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

#### ***Sergeant (15E20).***

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, UAS technical inspector and UAS team chief).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

#### ***Staff sergeant (15E30).***

- (a) *Institutional Training*. ALC, SSD 1, 2, and 3.
- (b) *Operational assignments*. The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior UAS technical inspector and UAS section chief).
- (c) *Self-development*. (For additional information on self-development, see para 2–13).
- (d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.
- (e) *Special assignments*.
  - (1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.
  - (2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (13E4O).**

- (a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.
- (b) *Operational assignments*. At this point in their career, a SFC with MOS 15E should be in tactical assignments as a senior UAS system chief or platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a senior UAS system chief or platoon sergeant, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and small group leader for ALC/SLC). Successful service as a platoon sergeant is important to compete for promotion to MSG.
- (c) *Self-development*. (For additional information on self-development, see para 2–13).
- (d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.
- (e) *Special assignments*.
  - (1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.
  - (2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.
- (f) *Army career degrees*. See SOCAD Army Career Degree Program.
- (g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15E's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and Special assignments.

- (a) *Army career degrees*. See SOCAD Army Career Degree Program.
- (b) *GI Jobs*. See GI Jobs COOL Web site.

### **Chapter 11. Military occupational specialty 15E professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 12. Military occupational specialty 15E Reserve Component**

The 15E MOS in the RC is managed the same as the AC. (See chapter 10.)

### **Chapter 13. Military occupational specialty 15F aircraft electrician**

a. *Major duties*. A Soldier in MOS 15F performs and/or supervises inspections, repairs, maintenance and testing according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft electrical systems and electronic components to include associated

subsystems by applying the principles of electricity/electronics, hydrostatic motion, pneumatics, and hydraulics. Prepares forms and records related to aircraft maintenance. Typically assigned to both aviation field and sustainment maintenance units.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Aircraft Electrician should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter, and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Electrician.

### ***Private E–1–Specialist/Corporal (13F10).***

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an Aircraft Electrician. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month and other competitive boards).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### ***Sergeant (13F20).***

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, aircraft electrician supervisor).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Staff sergeant (13F30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, platoon sergeant and aircraft maintenance supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15F's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See paragraph 8–25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

**Chapter 14. Military occupational specialty 15F professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

**Chapter 15. Military occupational specialty 15F Reserve Component**

The 15F MOS in the RC is managed the same as the AC. (See para chapter 13.)

**Chapter 16. Military occupational specialty 15G aircraft structural repairer**

a. *Major duties.* The aircraft structural repairer performs and/or supervises inspections, fabrication, repairs and maintenance on aircraft structures according to drawings, blueprints, directives, technical manuals, and safety procedures. Uses and performs operator maintenance on common and special tools. Requisitions and maintains shop and bench stock for repair of aircraft structures and maintains facilities for storage of flammable and hazardous materials. Prepares aircraft related maintenance forms and records. Typically assigned to field or sustainment aviation maintenance units.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Aircraft Structural Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This

demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Structural Repairer.

**Private E–1–Specialist/Corporal (15G10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an Aircraft Structural Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant (15G20).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, aircraft structural repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Staff Sergeant (15G30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, aircraft structural repairer supervisor and platoon sergeant).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15G's selected for promotion to SFC will be merged into MOS 15K, Aircraft Components Repair Supervisor. See chapter 25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

### **Chapter 17. Military occupational specialty 15G professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 18. Military occupational specialty 15G Reserve Component**

The 15G MOS in the RC is managed the same as the AC. (See chapter 16).

### **Chapter 19. Military occupational specialty 15H aircraft pneudraulics repairer**

a. *Major duties.* The aircraft pneudraulics repairer performs and/or supervises inspections, fabrication, repairs and maintenance on aircraft pneudraulic subsystems, assemblies, and components according to drawings, blueprints, directives, technical manuals, and safety procedures. Uses and performs operator maintenance on common and special tools. Requisitions and maintains shop and bench stock for repair of aircraft structures and maintain facilities for storage of flammable and hazardous materials. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Aircraft Pneudraulics Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Pneudraulics Repairer.

### **Private E–1–Specialist/Corporal (15H10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an Aircraft Pneudraulics Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer,

master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (15H2O).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, aircraft pneudraulics repairer supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15H3O).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, aircraft pneudraulics repairer supervisor and platoon sergeant).

(c) *Self-development.* (For additional information on self-development, see para 2–13.)

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15H's selected for promotion to SFC will be merged into MOS 15K, aircraft components repair supervisor. See chapter 25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

## **Chapter 20. Military occupational specialty 15H professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

## **Chapter 21. Military occupational specialty 15H Reserve Component**

The MOS 15H in the RC is managed the same as the AC. (See chapter 19.)

## **Chapter 22. Military occupational specialty 15J OH-58D armament/electrical/avionics systems repairer**

*a. Major duties.* The OH-58D armament/electrical/avionics systems repairer performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the OH-58D armament, electrical and avionics systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulic systems associated with OH-58D Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintains records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Requisitions and maintains shop and bench stock for repair of OH-58D armament/electrical/avionics systems and maintain facilities for storage of flammable and hazardous materials. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

*b. Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An OH-58D armament/electrical/avionic Systems Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced OH-58D armament/electrical/avionic systems repairer.

### **Private E-1-Specialist/Corporal (15J10).**

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common soldier tasks. This base can be acquired in TOE and TDA assignments serving as an OH-58D armament/electrical/avionic systems repairer Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (examples include, Soldier of the Month board and other competitive boards).

*(c) Self-development.* (For additional information on self-development, see paragraph 2-13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (15J20).**

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that



allow them to gain leadership experience (for example, OH–58D observation/scout helicopter crew chief, OH–58D observation/scout helicopter technical inspector and OH–58D observation/scout helicopter team chief).

(c) *Self-development.* (For additional information on self-development, see para 2–13.)

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15J30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior OH–58D armament/electrical/avionic systems Repairer inspector and senior OH–58 D observation/scout helicopter repairer).

(c) *Self-development.* (For additional information on self-development, see para 2–13.)

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15J40).**

(a) *Institutional Training.* SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments.* At this point in their careers, SFC with MOS 15J should be in tactical assignments as a platoon sergeant or senior OH–58D armament/electrical/avionic systems repair chief for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant or senior OH–58D armament/electrical/avionic systems repair chief, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and aviation observer/controller). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* (For additional information on self-development, see para 2–13.)

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs.* See GI Jobs COOL Web site.

## **Chapter 23. Military occupational specialty 15J professional development model**

Access to the “Career Maps” is from the ACT Web site. They are located under the “plan” tab, then “professional development model” link at the following Web address:

<https://actnow.army.mil>.

## **Chapter 24. Military occupational specialty 15J Reserve Component**

The MOS 15J in the RC is managed the same as the AC. (See chapter 22.)

### **Chapter 25. Military occupational specialty 15K aircraft components repair supervisor**

a. *Major duties.* The aircraft components repair supervisor must be knowledgeable of the duties performed by personnel in MOSs 15B, 15D, 15F, 15G, 15H, and 15N. Performs administrative duties such as planning aircraft maintenance areas, component and avionics repair shops/facilities as well as determining man-hours, personnel management, parts and facility requirements while maintaining supply economy and discipline. Prepares evaluations, special reports, records and recommends and/or administers plans and policies pertaining to aircraft component repair. Instructs and supervises maintenance, repairs and inspections of aircraft components, aviation communications and other electronic/electrical systems according to drawings, blueprints, directives, technical manuals, and safety procedures. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* SFC assignments must focus on both leadership and technical positions at the BN level.

Follow-on assignments at the BDE and DIV staff will then add to their overall professional knowledge. An Aircraft

Components Repair Supervisor should spend roughly 80 percent of a career in TOE units.

Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided.

NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Aircraft Components Repair Supervisor.

### **Sergeant first class (15K40).**

(a) *Institutional Training.* SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments.* At this point in their careers, SFC with MOS 15K should be in tactical assignments such as platoon sergeant, avionics maintenance supervisor, aircraft components repair supervisor or aircraft production control NCO for a minimum of 24 months. After NCOs have completed a minimum of 24 months, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and training management SNCO). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, MOS 15K's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and Special assignments.

(a) *Army career degrees*. See SOCAD Army Career Degree Program.

(b) *GI Jobs*. See GI Jobs COOL Web site.

### **Chapter 26. Military occupational specialty 15K professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 27. Military occupational specialty 15K Reserve Component**

The MOS 15K in the RC is managed the same as the AC. (See chapter 25.)

### **Chapter 28. Military occupational specialty 15N avionic mechanic**

a. *Major duties*. A Soldier in MOS 15N conducts inspections and/or maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures on aircraft flight controls, stabilization systems, avionics and controlled cryptographic equipment such as Identification friend or foe (IFF). Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintains facilities for storage of flammable and hazardous materials. Uses and performs operator maintenance on common and special tools. Requisitions and maintains shop and bench stock for repair of aircraft avionics equipment. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites*. See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development*. To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An Avionic Mechanic should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced Avionic Mechanic.

### **Private E–1: Specialist/Corporal (15N10).**

(a) *Institutional Training*. MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments*. The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an Avionic Mechanic. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (15N2O).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, avionic technical inspector).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15N3O).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior avionic technical inspector and avionic line supervisor).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class.** At this point in their careers, 15N's selected for promotion to SFC will be merged into MOS 15K, aircraft components repair supervisor. See chapter 25 for details on MOS 15K operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

## **Chapter 29. Military occupational specialty 15N professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

## **Chapter 30. Military occupational specialty 15N Reserve Component**

The MOS 15N in the RC is managed the same as the AC. (See chapter 28.)

### **Chapter 31. Military occupational specialty 15P aviation operations specialist**

*a. Major duties.* A Soldier in MOS 15P supervises and/or conducts operation and maintenance of flight operations equipment. Performs duties such as conducting aircraft mission planning and maintaining individual aircrew flight records and assists in development of operation, warning, and fragmentary orders, prepares and updates appropriate maps, overlays, and charts, current DOD flight publications, encodes, decodes, and posts notices to airman (NOTAMS). Provides air traffic advisory services and interprets teletype weather reports.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An aviation OPS SPC should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced aviation OPS SPC.

#### **Private E–1–Specialist/Corporal (15P10).**

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an aviation OPS SPC. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

#### **Sergeant (15P20).**

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, assistant aviation OPS SGT).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer,

master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15P30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, aviation OPS SGT).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15P40).**

(a) *Institutional Training.* SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments.* At this point in their careers, SFC with MOS 15P should be in tactical assignments as a platoon sergeant or senior aviation OPS SGT for a minimum of 24 months. After a NCO has completed a minimum of 24 months as a platoon sergeant or senior aviation OPS SGT, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and EOA). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs.* See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15P's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

## **Chapter 32. Military occupational specialty 15P professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:

<https://actnow.army.mil>.

### **Chapter 33. Military occupational specialty 15P Reserve Component**

The MOS 15P in the RC is managed the same as the AC. (See chapter 31.)

### **Chapter 34. Military occupational specialty 15Q air traffic control operator**

*a. Major duties.* A Soldier in MOS 15Q supervises and/or conducts Air Traffic Services (ATS) following Federal Aviation Administration (FAA) and DoD policy procedures. Issues flight instructions and clearances via Visual Flight Rules (VFR), Instrument Flight Rules (IFR), Special Visual Flight Rules (SVFR), and formulates data for Terminal Instrument Procedures (TERPS). Assists Air Control Authority (ACA) with the Army Airspace Command and Control (A2C2) system using Airspace Control Measures (ACM). Operates various facilities to include Air Traffic Control Towers (ATCT), Ground Controlled Approach (GCA) Radars, and Airspace Information Centers (AIC). Maintains United States Air Force certification as a limited weather observer. Compiles, controls information and conducts emergency notification and assistance in the event of aviation accidents or incidents.

*b. Prerequisites.* See DA Pam 611–21, in the HRC Smartbook, for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the BN, BDE and DIV level. An Air Traffic Control (ATC) Operator should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCOs MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced ATC Operator.

#### ***Private E–1: Specialist/Corporal (15Q10).***

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an ATC Operator. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

*(c) Self-development.* (For additional information on self-development, see para 2–13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

#### ***Sergeant (15Q20).***

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a

foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, shift leader, ATC tower operator, and ATC training NCO).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>. *Successful service in Security Force Assistance Brigade (SFAB) as a broadening assignment is what makes someone best qualified for promotion.*

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15Q30).**

(a) *Institutional Training*. ALC, SSD 1, 2, and 3.

(b) *Operational assignments*. The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior shift leader and training management NCO).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>. *Successful service in Security Force Assistance Brigade (SFAB) as a broadening assignment is what makes someone best qualified for promotion.*

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15Q40).**

(a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments*. At this point in their careers, SFC with MOS 15Q should be in tactical assignments as a platoon sergeant, a senior army airspace command and control SGT or facility chief for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, a senior army airspace command and control SGT or facility chief, they should seek out assignments that increase their knowledge of Army OPS to prepare them for the merger into MOS 15Z (examples include, career management NCO, writer/instructor and aviation command staff NCO).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>. *Successful service in Security Force Assistance Brigade (SFAB) as a broadening assignment is what makes someone best qualified for promotion.*

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees*. See SOCAD Army Career Degree Program.

(g) *GI Jobs*. See GI Jobs COOL Web site.



**Master sergeant/first sergeant.** At this point in their careers, 15Q's selected for promotion to MSG will be merged into 15Z aviation senior SGT. NCOs with a 15Q background are tracked using the project development skill identifier B4B to fill certain positions that require 15Q background NCO. These positions include, but are not limited to, air traffic services DA regional representatives, United States Army aeronautical services agency, ATC senior SGT, and USA air traffic services command.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

### **Chapter 35. Military occupational specialty 15Q professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 36. Military occupational specialty 15Q Reserve Component**

The MOS 15Q in the RC is managed the same as the AC. (See chapter 34.)

### **Chapter 37. Military occupational specialty 15R AH-64 attack helicopter repairer**

a. *Major duties.* A Soldier in MOS 15R performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the AH-64 armament, electrical and avionics systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with AH-64 Armament/Missile Fire Control Systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintains records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE) Fort Rucker AL, is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An AH-64 attack helicopter repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter duty and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. A NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced AH-64 attack helicopter repairer.

### **Private E-1-Specialist/Corporal (15R10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as AH-64 attack helicopter repairer. Soldiers should seek responsibility and take advantage of opportunities to display their

leadership skills, initiative, and motivation (for example, Soldier of the month board and other competitive boards).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (PMOS 15R20).**

(a) *Institutional Training*. BLC, SSD 1 and 2.

(b) *Operational assignments*. The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (for example, AH–64 helicopter technical inspector).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15R30).**

(a) *Institutional Training*. ALC, SSD 1, 2, and 3.

(b) *Operational assignments*. The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, AH–64 helicopter technical inspector and AH–64 attack helicopter repairer supervisor).

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15R40).**

(a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments*. At this point in their careers, SFC with MOS 15R should be in tactical assignments as a senior AH–64 attack helicopter repairer supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a senior AH–64 attack helicopter repairer supervisor, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and aviation armament observer/controller). Successful service as a senior AH–64 attack helicopter repairer supervisor is important to compete for promotion to MSG.

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs.* See GI Jobs COOL Web site.

**Master sergeant/first sergeant. Operational assignments.** At this point in their careers, 15R's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

### **Chapter 38. Military occupational specialty 15R professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 39. Military occupational specialty 15R Reserve Component**

The MOS 15R in the RC is managed the same as the AC. (See chapter 37.)

### **Chapter 40. Military occupational specialty 15S OH-58D helicopter repairer**

a. *Major duties.* A Soldier in MOS 15S performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An OH-58 helicopter repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. An NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCOs MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced OH-58 helicopter repairer.

### **Private E-1: Specialist/Corporal (15S10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an OH-58 Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant (15S20).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, helicopter crew chief, helicopter technical inspector and helicopter team chief).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (eo), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Staff sergeant (15S30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior helicopter technical inspector and senior OH-58 helicopter repairer).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15S40).**

(a) *Institutional Training.* SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments.* At this point in their careers, SFC with MOS 15S should be in tactical assignments as an aviation platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as SNCO leaders (examples include, career

management NCO, writer/instructor and aviation observer/controller). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees*. See SOCAD Army Career Degree Program.

(g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15S's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees*. See SOCAD Army Career Degree Program.

(b) *GI Jobs*. See GI Jobs COOL Web site.

#### **Chapter 41. Military occupational specialty 15S professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

#### **Chapter 42. Military occupational specialty 15S Reserve Component**

The MOS 15S in the RC is managed the same as the AC. (See chapter 40.)

#### **Chapter 43. Military occupational specialty 15T UH–60 helicopter repairer**

a. *Major duties*. A Soldier in MOS 15T performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the lubrication of required components and the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units. Performs non-rated crewmember duties as a Crew Chief. Select Soldiers perform nonrated crewmember duties on the aircraft that are essential to its operation and or specific flight mission.

b. *Prerequisites*. See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development*. To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An UH–60 helicopter repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. An NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCOs MOS. When

personnel records are reviewed they should present a picture of a well-rounded, experienced UH-60 Helicopter Repairer.

**Private E-1: Specialist/Corporal (15T10).**

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as UH-60 Helicopter Repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant (15T20).**

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (for example, UH-60 helicopter technical inspector, UH-60 helicopter crew chief, and UH-60 helicopter repair team chief).

(c) *Self-development.* (For additional information on self-development, refer to paragraph 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Staff sergeant (15T30).**

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, UH-60 helicopter technical inspector, UH-60 helicopter repair section chief and aviation standardization NCO).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class (15T40).**

(a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments*. At this point in their careers, SFC with MOS 15T should be in tactical assignments as an aviation platoon sergeant for a minimum of 24 months. After NCO have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and aviation QC NCO). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development*. (For additional information on self-development, see para 2–13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees*. See SOCAD Army Career Degree Program.

(g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15T's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees*. See SOCAD Army Career Degree Program.

(b) *GI Jobs*. See GI Jobs COOL Web site.

#### **Chapter 44. Military occupational specialty 15T professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

#### **Chapter 45. Military occupational specialty 15T Reserve Component**

The MOS 15T in the RC is managed the same as the AC. (See chapter 43.)

#### **Chapter 46. Military occupational specialty 15U CH–47 helicopter repairer**

a. *Major duties*. A Soldier in MOS 15U performs and/or supervises inspections, repairs and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures (excluding repair of armament, avionics, electrical and cryptographic equipment/system components) to include the lubrication of required components and the removal and installation of aircraft subsystems, using special tools and equipment as required. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units. Select Soldiers perform nonrated crewmember duties on the aircraft that are essential to its operation and or specific flight mission.

b. *Prerequisites*. See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development*. To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. A CH–47 Helicopter Repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. An NCO who demonstrates

leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCOs MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced CH-47 helicopter repairer.

***Private E-1: Specialist/Corporal (15U10).***

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as a CH-47 helicopter repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

***Sergeant (15U20).***

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (for example, CH-47 helicopter technical inspector and CH-47 helicopter repair team chief).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

***Staff sergeant (15U30).***

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, senior CH-47 helicopter technical inspector, CH-47 helicopter flight engineer, section chief and safety NCO).

(c) *Self-development.* (For additional information on self-development, see para 2-13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.



(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class (15U40).**

(a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments*. At this point in their careers, SFC with MOS 15U should be in tactical assignments as a platoon sergeant or a CH-47 helicopter aircraft maintenance supervisor for a minimum of 24 months. After an NCO has completed a minimum of 24 months as a platoon sergeant or a CH-47 Helicopter aircraft maintenance supervisor, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and aviation QC NCO). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development*. (For additional information on self-development, see para 2-13).

(d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments*.

(1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees*. See SOCAD Army Career Degree Program.

(g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15U's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees*. See SOCAD Army Career Degree Program.

(b) *GI Jobs*. See GI Jobs COOL Web site.

**Chapter 47. Military occupational specialty 15U professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

**Chapter 48. Military occupational specialty 15U Reserve Component**

The MOS 15U in the RC is managed the same as the AC. (See chapter 46).

**Chapter 49. MOS 15W--Unmanned Aircraft Systems (UAS Operator), CMF 15**

a. *Major duties*. A Soldier in MOS 15W engages in operating and remotely piloting of the UAS. Perform pre-flight, in-flight, post-flight checks and procedures. Conducts site selection, emplacement and deployment of the air vehicles and ground equipment of the UAS.

Participates in launch/recovery ground crew operations. Performs mission commander duties to include planning, analyzing and execution of reconnaissance surveillance, targeting and acquisition (RSTA) missions. Applies and assists in the military intelligence collection process and acts as a liaison to supported units. Operates, troubleshoots and performs limited unit-level maintenance on communication equipment, power sources, light and heavy wheeled vehicles.

b. *Prerequisites*. See DA Pam 611-21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

c. *Goals for development*. To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company level. UAS

Operators should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, Army recruiter and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. An NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments will be considered more competitive for promotion and schooling. This demonstrated leadership proficiency may include positions outside of the NCO's MOS. When personnel records are reviewed they should present a picture of a well-rounded, experienced UAS Operator.

***Private E–1: Specialist/corporal (15W10).***

(a) *Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

(b) *Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as a UAS Operator. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

***Sergeant (15W20).***

(a) *Institutional Training.* BLC, SSD 1 and 2.

(b) *Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. At every opportunity, NCOs should seek the positions that allow them to gain leadership experience (for example, instructor operator).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

***Staff sergeant (15W30).***

(a) *Institutional Training.* ALC, SSD 1, 2, and 3.

(b) *Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, UAS I/O and UAS instructor/writer for ALC).

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant first class (15W40).**

(a) *Institutional Training.* SLC, SSD 1, 2, 3, and 4.

(b) *Operational assignments.* At this point in their careers, SFC with MOS 15W should be in tactical assignments as a platoon sergeant for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a platoon sergeant, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and UAS standardization). Successful service as a platoon sergeant is important to compete for promotion to MSG.

(c) *Self-development.* (For additional information on self-development, see para 2–13).

(d) *Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials) hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs.* See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15W's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

(a) *Army career degrees.* See SOCAD Army Career Degree Program.

(b) *GI Jobs.* See GI Jobs COOL Web site.

**Chapter 50. Military occupational specialty 15W professional development model**

Access to the "Career Maps" is from the ACT Web site. They are located under the "plan" tab, then "professional development model" link at the following Web address:  
<https://actnow.army.mil>.

**Chapter 51. Military occupational specialty 15W Reserve Component**

The 15W MOS in the RC is managed the same as the AC. (See chapter 51).

**Chapter 52. Military occupational specialty 15Y AH–64 armament/electrical/avionics systems repairer**

a. *Major duties.* A Soldier in MOS 15Y performs and/or supervises inspections, maintenance and modifications according to drawings, blueprints, directives, technical manuals, and safety procedures on the AH-64D/E armament, electrical and avionics systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with AH-64D/E armament/missile fire control systems. Tests, troubleshoots and repairs test sets and diagnostic equipment. Maintains records on weapons and subsystems. Uses and performs operator maintenance on common and special tools. Prepares aircraft related maintenance forms and records. Typically assigned to aviation field or sustainment maintenance units.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of

Excellence (USAACE), Fort Rucker, AL is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* To develop aviation Soldiers into a professional NCO, their assignments must focus on both leadership and technical positions at the company and BN level. An AH-64 armament/electrical/avionic systems repairer should spend roughly 80 percent of a career in TOE units. Follow-on non-MOS assignments will add to their overall professional knowledge (for example, drill sergeant, recruiter duty, and instructor). Back-to-back non-MOS assignments should be avoided. NCOs should seek the most challenging leadership positions. An NCO who demonstrates leadership in a TOE position as a platoon sergeant and in troop-leading assignments should be considered more competitive for promotion and schooling than those who have not. This demonstrated leadership proficiency may include positions outside of the NCOs MOS. When personnel records are reviewed, they should present a picture of a well-rounded, experienced AH-64 armament/electrical/avionic systems repairer.

**(1) Private E-1: Specialist/corporal (15Y10).**

*(a) Institutional Training.* MOS specific Advanced Individual Training, SSD 1.

*(b) Operational assignments.* The focus during the early years of a career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This base can be acquired in TOE and TDA assignments serving as an AH-64 armament/electrical/avionic systems repairer. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation (for example, Soldier of the Month board and other competitive boards).

*(c) Self-development.* (For additional information on self-development, refer to para 2-13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Sergeant (15Y20).**

*(a) Institutional Training.* BLC, SSD 1 and 2.

*(b) Operational assignments.* The focus during this phase of a career should be in tactical assignments developing the Soldier's leadership skills, honing technical expertise, and laying a foundation of tactical knowledge (for example, AH-64 helicopter technical inspector).

*(c) Self-development.* (For additional information on self-development, refer to para 2-13).

*(d) Additional training.* Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

**Staff sergeant (15Y30).**

*(a) Institutional Training.* ALC, SSD 1, 2, and 3.

*(b) Operational assignments.* The focus during this phase of a career must be on continued development and refinement of leadership skills and tactical and technical expertise (for example, AH-64 helicopter technical inspector and AH-64 armament/electrical/avionic systems repair supervisor).

- (c) *Self-development*. (For additional information on self-development, refer to para 2–13).
- (d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.
- (e) *Special assignments*.
- (1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.
- (2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.

### **Sergeant first class (15Y40).**

- (a) *Institutional Training*. SLC, SSD 1, 2, 3, and 4.
- (b) *Operational assignments*. At this point in their careers, SFC with MOS 15Y should be in tactical assignments as a senior AH–64 armament/electrical/avionic systems repair supervisor for a minimum of 24 months. After NCOs have completed a minimum of 24 months as a senior AH–64 armament/electrical/avionic systems repair supervisor, they should seek out assignments that complement their development as SNCO leaders (examples include, career management NCO, writer/instructor and aviation armament observer/controller). Successful service as a senior AH–64 armament/electrical/avionic systems repair supervisor is important to compete for promotion to MSG.
- (c) *Self-development*. (For additional information on self-development, refer to para 2–13).
- (d) *Additional training*. Air assault school, airborne, combat lifesaver, combatives, drivers training, equal opportunity (EO), (hazardous materials)hazmat course, master fitness trainer, master resiliency training, retention, SHARP, or successful completion of an additional skill identifier (ASI) or special qualifier identification (SQI) producing school.
- (e) *Special assignments*.
- (1) *Broadening Assignments*. See ACT Career map, <https://actnow.army.mil>.
- (2) *MOS Enhancing*. See ACT Career map, <https://actnow.army.mil>.
- (f) *Army career degrees*. See SOCAD Army Career Degree Program.
- (g) *GI Jobs*. See GI Jobs COOL Web site.

**Master sergeant/first sergeant.** At this point in their careers, 15Y's selected for promotion to MSG will be merged into MOS 15Z, aviation senior SGT. See chapter 55 for details on MOS 15Z operational assignments, self-development, additional training, and special assignments.

- (a) *Army career degrees*. See SOCAD Army Career Degree Program.
- (b) *GI Jobs*. See GI Jobs COOL Web site.

### **Chapter 53. Military occupational specialty 15Y professional development model**

Access to the “Career Maps” is from the ACT Web site. They are located under the “plan” tab, then “professional development model” link at the following Web address:  
<https://actnow.army.mil>.

### **Chapter 54. Military occupational specialty 15Y Reserve Component**

The 15Y MOS in the RC is managed the same as the AC. (See chapter 56).

### **Chapter 55. Military occupational specialty 15Z aviation senior sergeant**

a. *Major duties*. Supervises personnel performing duties of CMF 15 aviation as described below:

(1) MOSC 15Z50. The aviation senior sergeant supervises aviation activities in a maintenance company/troop, aviation support company/troop and depot maintenance having a mix of aircraft maintenance and/or component repair MOSs. Prepares studies, evaluations, special reports, and records pertaining to aircraft maintenance, component repair, and related activities. Plans aircraft maintenance and components repair shop areas, and facilities. Applies production

control, quality control and other maintenance management principles and procedures to aircraft maintenance and shop operations. Supervises the verification and validation of technical manuals, training devices and contractor furnished training materials pertaining to new aircraft and/or component fielding. Supervises research and development projects in aviation and related areas. Assists in the development of maintenance procedures for prototype aircraft and components. Supervises the development and instruction of training programs. Recommends and establishes plans, policies, and procedures for aircraft maintenance operations. Maintains supply economy and discipline. Principal NCO in the operations (S3) section of an aviation Battalion; responsible for the synchronization of all staff functions for the commander.

Possesses knowledge of all ABCS systems and understands their deployment on the battlefield. Supervises and instructs subordinates in proper work techniques and procedures. Reviews, consolidates and prepares technical reports. Provides oversight of a flight operations section that is responsible for the reporting of flight violations, preparing of situation maps, receiving and transferring classified information and participates in the crash rescue system.

(2) MOSC 15Z6O. The aviation senior sergeant serves as the principal NCO in an aviation Battalion, Combat Aviation Brigade (CAB) or higher organization. Provides tactical and technical guidance and professional support to subordinates and makes recommendations to supervisors in the accomplishment of their duties. Supervises activities pertaining to operations (S3) in a CAB. Plans, coordinates, and supervises activities pertaining to organization and training combat operations.

*b. Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details. The Directorate of Organization and Personnel Force Development (OPFD), United States Army Aviation Center of Excellence (USAACE) Fort Rucker AL, is the approving authority for all prerequisite waiver requests.

*c. Goals for development.* Senior aviation NCOs should spend roughly 80 percent of a career in TOE units. Back to back non-MOS assignments should be avoided (such as going from drill sergeant to recruiter duty, instructor, or similar positions). SNCOs should seek the most challenging leadership positions.

### ***Master sergeant/first sergeant (15Z5O).***

(a) *Institutional Training.* SLC, SSD 1, 2, 3, 4, and 5.

(b) *Operational assignments.* The critical assignment for an aviation MSG is 1SG. Without a tour as a 1SG, the opportunity for promotion to SGM is limited. It is beneficial to career development to serve as a 1SG for 18–24 months; this may consist of more than one assignment. Other important assignments for MSG that are highly rewarding and can significantly improve their tactical and technical skills are OPS SGT, and senior career advisor.

(c) *Self-development.* CMF-related courses on leadership, team building, organizational management and problem solving techniques are recommended. Attendance to the U.S. Army Sergeants Major Academy Master Leaders Course is highly recommended (For additional information on self-development, see para 2–13).

(d) *Additional training.* (Combat Development NCO, CMF proponent)

(e) *Special assignments.*

(1) *Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

(2) *MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

(f) *Army career degrees.* See SOCAD Army Career Degree Program.

(g) *GI Jobs.* See GI Jobs COOL Web site.

### ***Sergeant major/command sergeant major (15Z6O).***

(a) *Institutional Training.* SLC, SSD 1, 2, 3, 4, and 5.

(b) *Operational assignments.* The pinnacle of an aviation NCO's career is to be appointed and to serve as a BN or BDE CSM. Movement up the CSM ladder to positions at BDE or higher is

based on performance and demonstrated potential to serve at the next command or nominative level. The principal assignments for SGM are OPS SGM, Directorate or Department SGM within U.S. Army Aviation School, and staff assignments at DIV level or higher.

*(c) Self-development.* Continue to seek self-improvement as part of lifelong learning (LLL). (For additional information on self-development, see para 2–13).

*(d) Additional training.* USASMA Fellowship Program (Key Stone and Summit Course, Pre-Command Course)

*(e) Special assignments.*

*(1) Broadening Assignments.* See ACT Career map, <https://actnow.army.mil>.

*(2) MOS Enhancing.* See ACT Career map, <https://actnow.army.mil>.

*(f) Army career degrees.* See SOCAD Army Career Degree Program.

*(g) GI Jobs.* See GI Jobs COOL Web site.

### **Chapter 56. Military occupational specialty 15Z professional development model**

Access to the “Career Maps” is from the ACT Web site. They are located under the “plan” tab, then “professional development model” link at the following Web address:

<https://actnow.army.mil>.

### **Chapter 57. Military occupational specialty 15Z Reserve Component**

The 15Z MOS in the RC is managed the same as the AC. (See chapter 55).