

Ammunition (Career Management Field 89) Career Progression Plan

Chapter 1. Duties

a. CMF 89 is comprised of three military occupational specialties—89A, 89B, and 89D. Joint integration of ammunition support is crucial to unity of effort in most operational areas.

b. MOS 89A, Stock Control and Accounting Specialist, operates the Standard Army Ammunition System (SAAS) computer hardware and software and/or utilities manual records to perform stock control and accounting procedures.

c. MOS 89B, Ammunition Specialists, are used in ammunition support functions in units Army-wide. Soldiers provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed. Duties involve providing logistical support in the brigade support battalion and ammunition supply point (ASP). Assists in the survey and layout of areas allocated for the establishment of ammunition storage.

d. MOS 89D, Explosive Ordnance Disposal (EOD) Soldiers, locate, identify, render safe, and dispose of foreign and domestic conventional, biological, chemical, nuclear ordnance, improvised explosive devices (IED); weapons of mass destruction (WMD) and large vehicle borne improvised explosive devices (LVBIED); conduct intelligence gathering operations of first seen foreign ordnance; support VIP missions for the U.S. Secret Service, State Department and other Federal agencies.

Chapter 2. Transformation

a. Munitions operations require the direct application of integrated planning and operational art. The Ordnance Soldier handles, stores, and disposes of ammunition and weapons which are classified as “ordnance.” Munitions operations are a function of the Ordnance Corps, executed under the logistics element of the sustainment warfighting function. 89A and 89B duties may include Soldiers logistics planning, requirements determination, retrograde, transportation, storage, inspecting explosives safety, segregate, handling HAZMAT for ammunition. 89D duties may entail performing maintenance modifications, destruction and demilitarization on ammunition and explosive components, operating computer hardware and software, and utilizing sophisticated robotics. The levels of responsibility and commitment in planning, coordinating, and supervising activities that support the unit mission and the welfare of Soldiers make Ordnance NCOs unique. NCOs are required to lead Soldiers and give proper training to enhance their knowledge of ammunition and EOD operations. NCOs must be tactically and technically proficient in combat operations at all levels, to include joint, interagency, intergovernmental and multinational. They should be mentally and physically disciplined and well versed in Ordnance and combined arms TTPs. NCOs must ensure that Soldiers can perform their individual MOS tasks, place the welfare of their Soldiers ahead of their own, and adhere to Army values. While modularity has caused a massive growth in the EOD field, it has greatly reduced the number of leadership positions in the ammunition field. To remain competitive, NCOs should seek demanding jobs and broadening assignments. These include operations NCO at the brigade/battalion level; logistics support; movement and security of the TOC; career management NCO-responsible for the career enhancing management of Soldiers within their assigned CMF, recommending career enhancing positions, training, and NCOES development, and providing input for promotion projections, force alignment, and MOS structure issues. SQI 8- Instructor/Writer, and SQI 2, Writer/Instructor (Training Development)-these NCOs develop, update, write, and execute programs of instruction (POI) used throughout the Ordnance Corps service schools. The AIT platoon sergeant is responsible for the health, welfare, training and acts as a positive role model for IET Soldiers by portraying the Army Values. Drill sergeants are responsible for maintaining the highest level of military standards while teaching the basics of Soldiering and combat training to IET Soldiers, and developing discipline, and ensuring the good health and morale of assigned Soldiers in a Basic Combat Training environment. The AIT platoon sergeant is responsible for training IET Soldiers while in Advanced Individual Training, maintaining the highest level of military standards while teaching the basics of Soldiering, and developing discipline and ensuring the good health and morale of assigned Soldiers. Overseas Contingency Operation (OCO) assignments to consider (that are outside of the Primary MOS

(PMOS) during combat operations in support of OCO) are Force Protection NCOIC, convoy NCOIC, FOB security NCO, liaison NCO (LNO), and rear detachment NCO. These key developmental positions should be held for a minimum of two years to create proficiency and knowledge of the position requirements. Positions within the U.S. Army Special Operations Command (USASOC) and Special Missions Units (SMU) may be held for more than four years due to the mission requirements and training costs associated with assigned duties.

b. Demanding assignments for the ammunition field consist of: section chief, ammunition inspector, ammunition supply SGT, platoon sergeant, instructor and/or writer, recruiter, drill sergeant, AIT platoon sergeant, small group instructor, ranger, equal opportunity advisor, combat development NCO, training developer, HRC career advisor, ammunition logistics sergeant, ammunition senior inspector, chief ammunition NCO, detachment SGT, section chief, operations sergeant, observer/controller, 1SG, and asymmetrical warfare group.

c. Demanding assignments for the EOD field consist of: section sergeant, platoon sergeant, operations sergeant, AIT platoon sergeant, EOD team leader, instructor/writer, asymmetrical warfare group, small group leader, combat development NCO, training developer, senior career manager, EOD NCO, senior technical intelligence analyst, 1SG, senior EOD technical advisor, senior instructor/writer, chief of training, training with industry, and EOD staff NCO.

Chapter 3. Recommended career management self-development by rank

a. Private, specialist and 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 high goals 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: ADP 1-0; ADP 3-0; AR 670-1; FM 3-96; FM 4-30; TC 4-02.1; STP 21-1-SMCT; 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: TC 7-22.7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development.

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. The College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES) are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own 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 (FAST) program. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential.

(5) The Army Learning Management System (ALMS) provides educational advancements in continued education, leadership and technical proficiency. Soldiers should choose from the following correspondence courses: SSD 1 (SSD 1 must be completed for enrollment into ALC); Education opportunities can be found at the ACES Website. CLEP and the DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS. Soldiers may also enroll in GoArmyEd, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(6) Soldier boards such as Soldier of the Quarter and/or 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 certifications, a list of certifications are available on the Human Resources Command website (search Technical Certification Matrixes) and Credentialing Opportunities Online (COOL) website. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

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. An NCO committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) A sergeant should study and master the following military publications: ADP 3-0; ADP 6-22; ADP 7-0; ATP 6-22.1; ATP 6-22.5; FM 6-0; FM 6-22; ADRP 6-22; ADRP 7-0; FM 4-30; STP 21-24-SMCT; 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: TC 7-22.7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SGT willing to make the required sacrifices should seize the available opportunities. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the GoArmyEd Website.

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

(6) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency.

(7) Soldiers may also earn promotion points for Technical Certifications, a list of certifications are available on the HRC and COOL websites. For information on these and other education programs, visit the AEC on your installation.

(8) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include the Army Award for Maintenance Excellence, Distinguished Honor Graduate and exceeding course standards for NCOES.

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 high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) These NCOs should study and master the following additional military publications: ADP 3-90; ADP 4-0; ATP 4-35; DA PAM 710-2-1, Chapter 11; STRAC; TC 7-22.7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the GoArmyEd website. These self-development options are based on the SSG's own desire to excel. At this stage, a SSG should seek opportunities to pursue completion of an associate's degree. Opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency. The SSG should consider the following correspondence courses: SSD III (SSD III must be completed for enrollment into SLC) Support Operations Course Phase I (ALMS), 91A Brigade Ammunition Officer DL Course (ALMS) and Action Officers Development Course. Other education opportunities are available at the ACES Website. The Defense Acquisition University (DAU) website offers courses for ammunition development and leadership.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of certifications is available on the HRC website and the COOL website. For information on these and other education

programs, visit the AEC on your installation.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

d. Sergeant first class.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO (SNCO) develop organizational leadership skills, logistics support, sustainment, and exercise mission command effectively. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. A Soldier's goal should be to complete a degree program or accumulate two years of college credit towards a degree.

(2) These NCOs should study and master the following additional military publications: ADP 5-0; ADP 6-0; ADRP 1-02; AR 350-1; AR 750-1; ATP 6-0.5; FM 4-95; all doctrinal updates that affect the readiness of the Army.

(3) The following are suggested for self-development: TC 7-22.7, AKO, and <http://www.train.Army.mil/> contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFC willing 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 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 global sustainment, logistics, organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to an SFC.

(5) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATTRS) websites provide resources in continued education, leadership and technical proficiency. The SFC should consider the following correspondence courses: Support Operations Course (SOC) Phase 1 and 2; Logistics Management Development Course and the Manager Development Course (through ALMS). The Senior Enlisted Joint Professional Military Education I (through JKO). Other education opportunities are available at the ACES Website. The Defense Acquisition University (DAU) website offers courses for ammunition logistics, leadership and six sigma practices.

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

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

e. Master sergeant and 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 coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. The goal is to complete a BA/BS degree program or accumulate two years of college credit towards a degree. However, continuing civilian education (completion of associates or bachelor's degree) is encouraged.

(2) MSG/1SG should study and master the following military publications: AR 601-280; AR 600-20; ATP 5-93; DA Pam 611-21; AR 840-10; AR 220-1.

(3) MSGs should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a SNCO and pursue functional course offering from various sources that will enhance their understanding of how the Army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The Army Learning Management System provides educational resources in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification on the Human Resources Command website, search "Technical Certification Matrixes" and the COOL Website <https://www.cool.army.mil>.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

f. Sergeant major and 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 or college courses help the SNCO develop strategic leadership skills needed to coach, teach and mentor Soldiers. Superior communication and writing skills are required in the scope of this position. Skills in community and public relations are also important since the SGM and/or CSM will often be representing the command or Army in civic functions.

(2) The SGM/CSM should read publications on their chains of command professional reading list. Continued reading about world politics, geo-political issues, Army Doctrine Publications, Army Doctrine Reference Publications, field manuals relating to Army operations, and current battle doctrine enhance the knowledge base of the leader.

(3) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATTRS) websites provide resources in continued education, leadership and technical proficiency. Other courses to consider are the Senior Leader Seminar; Keystone Course; Senior Enlisted Joint Professional Military Education II Course (JKO).

(4) Additional career enhancement may be gained by continuing to pursue technical certifications for civilian certifications on the HRC and COOL website.

(5) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, and NCO of the Quarter and/or Year.

Chapter 4. Military occupational specialty 89A ammunition stock control and accounting specialist

a. Major duties. The ammunition stock control and accounting specialist operates SAAS computer hardware and software utilities manual records to perform stock control and accounting procedures. Below are some key SQIs and ASIs, for a complete listing see DA Pam 611-21.

(1) List of SQIs:

- (a) L - Linguist.
- (b) P - Parachutist.
- (c) X - Drill sergeant.
- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career recruiter.
- (g) 8 - Instructor.

(2) List of ASIs:

- (a) 1B - SHARP.
- (b) 8R – Master Resilience Trainer (MRT).
- (c) 1J - Operational EW OPS (personnel only).
- (d) 1Y - Black Belt in Lean Six Sigma (personnel only).
- (e) 2A - Non-Lethal Weapons Trainer (personnel only).
- (f) 2B - Air Assault (personnel only).
- (g) 5W - Jumpmaster (personnel only).

(h) 6T - Military Auditor (RC personnel only).

(i) Y9 -WTU, CBWTU, SL, and/or platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) *Private, specialist and corporal.*

(a) *Operational assignments.* The focus during the early years of their career should be on building a strong base of operational assignments. Ammunition Soldiers should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Duties include ammunition stock records and accounting; transporting, inspecting, and storage of ammunition. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Opportunities to display leadership skills, initiative, and motivation must be capitalized upon.

(b) *Self-development.* Ammunition Specialists should consider the following correspondence course: Ammunition Specialist Refresher. Begin AA and/or associates of applied science (AAS) degree in civilian education. For additional information on self-development, see paragraph 27–3.

(c) *Additional training.* Ranger, Airborne, and Air Assault.

(d) *Special assignments.* None.

(2) *Sergeant.*

(a) *Operational assignments.* Stock Records Accounting SGT, Ammunition SGT, and ammunition supply advisor. It is imperative that Soldiers become technically proficient in their MOS in order to provide critical advice and guidance to subordinates. In addition, the SGT must broaden and maintain proficiency in basic Soldier skills and is now the unit's primary trainer of tactical skills. Consider the following as promotion indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Begin AA and/or AAS in civilian education.

(c) *Additional training.* Ranger, Airborne and Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(d) *Special assignments.* USASOC, SMU and ASOF.

Chapter 5. Military occupational specialty 89A professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (ACT) Website. They are located under the career resources tab at the following Web address:
<https://actnow.army.mil>.

Chapter 6. Military occupational specialty 89A Reserve Component

The duties and goals of the MOS 89A RC Soldier mirror that of the MOS 89A RA Soldier. RC Soldiers should strive for the same types of assignments and PD. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 7. Military occupational specialty 89B ammunition specialist

a. Major duties. The ammunition specialist receives, stores, and issues conventional ammunition, guided missiles, large rockets and other ammunition related items. Oversees Ammunition Transfer and Holding Point (ATHP) operations and enforces explosives safety, fire protection and munitions maintenance. Supervises and provides technical guidance to Soldiers in the accomplishment of their duties. Supervises and manages SAAS–MOD at appropriate levels. Utilizes the Total Ammunition Management Information System (TAMIS) at company, battalion, brigade and higher elements to coordinate logistics assets, build, prioritize, sub-authorize, approve and or validate munitions; assists in the survey and layout of areas allocated for the establishment of ammunition storage areas determining explosive safety requirements and transportation/storage compatibility. Plans requirements for labor, equipment and supplies in preparation and application of plans, work policies and procedures. Calculates combat and sustainment load requirements while also using Standards in Training Commission (STRAC) to calculate training ammunition requirements. Works closely with Contracted Logistics Support for Ammunition Supply Point (ASP) operations. Below are some key SQL's and ASI's, for a complete listing see DA Pam 611–21.

(1) List of SQLs:

- (a) L - Linguist.
- (b) P - Parachutist.
- (c) X - Drill sergeant.
- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career recruiter.

(g) 8 - Instructor.

(2) List of ASIs:

- (a) 1B - SHARP.
- (b) 8R – Master Resilience Trainer (MRT).
- (c) 1J - Operational EW OPS (personnel only).
- (d) 1X – Green Belt in Lean Six Sigma.
- (e) 2B - Air Assault (personnel only).
- (f) 2S - Battle Staff OPS (skill level 3 and above).
- (g) 5W - Jumpmaster (personnel only).
- (h) 6Q – Additional Duty Safety NCO (Reserve Component personnel only).
- (i) 7Y – Capabilities Development (skill level 3-6 personnel only).
- (j) P5 – Master Fitness Trainer.
- (k) Y9 - WTU, CBWTU, SL, and/or platoon sergeant.
- (l) R1 - RTCH.
- (m) W6 - Weapons Intelligence Specialist.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) *Private, specialist and corporal.*

(a) Operational assignments. The focus during the early years of their career should be on building a strong base of operational assignments. Ammunition Soldiers should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Duties include ammunition stock records and accounting; transporting, inspecting, and storage of ammunition. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Opportunities to display leadership skills, initiative, and motivation must be capitalized upon.

(b) *Self-development.* Ammunition Specialist Soldiers should consider the following correspondence course: Ammunition Specialist Refresher. Begin AA and/or AAS in civilian

education. For additional information on self-development, see paragraph 27–3.

(c) *Additional training.* Ranger, Airborne, TAMIS, Material Handling (Forklift), Technical Transportation of

Hazardous Materiel, Air Assault, HAZMAT, Combat Life Saver, and Combatives 1-2.

(d) *Special assignments.* Security Force Assistance Brigade (SFAB).

(2) *Sergeant.*

(a) *Assignments.* Four years is the average for advancement to SGT. During this phase Soldiers should continually seek out demanding assignments such as squad leader and section SGT and always strive to serve in positions of greater responsibility. Duties include, but are not limited to, ammunition section chief, ammunition stock records accounting SGT, ammunition SGT, assistant section chief, and ammunition supply advisor. It is imperative that Soldiers become technically proficient in their MOS in order to provide critical advice and guidance to subordinates. In addition, the SGT must broaden and maintain proficiency in basic Soldier skills and is now the unit's primary trainer of tactical skills. Consider the following as promotion indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. . Other important factors: Displays character, presence and intellect while leading, developing and achieving; consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Begin AA/AAS in civilian education.

(c) *Additional training.* Ranger, Airborne, Air Assault, HAZMAT, Combat Life Saver, Global Combat Support System-Army (GCSS-A), Munitions History Program (MHP), Total Management Information System (TAMIS), Combatives 2-4, and Suicide Intervention Trainer (ASIST).

(d) *Special assignments.* The Old Guard, Drill sergeant, instructor assistant, USASOC, SMU and ASOF.

(3) *Staff sergeant.*

(a) *Assignments.* Eight years TIS is the average for achieving this rank. The SSG should strive to serve in positions of greater responsibility such as platoon sergeant, ammunition Inspector, or Section Chief. Duties include but not limited to ammunition supply sergeant, ammunition inspector, and section chief. Assignment in nontechnical positions such as drill sergeant will ensure the continued development and refinement of leadership skills and personnel management techniques. Back-to-back nontechnical assignments should be avoided due to MOS proficiency erosion and continuous changes in structure and doctrine. Consider the following as promotion indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as a section chief in a deployed or deployable unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3.

Complete AA/AAS in civilian education.

(c) *Additional training.* Ranger, Drill Sergeant, Airborne, Air Assault, Command Post of the Future (CPOF), TAMIS, GCSS-A, Ammo-62.

Packing of Hazardous Materiel Transportation.

(d) *Special assignments.* Instructor, SHARP Specialist, drill sergeant, recruiter, The Old Guard, WTU squad leader, RA/RC advisor, USASOC, SMU, Security Force Assistance Brigade (SFAB) and ASOF.

(4) *Sergeant first class.*

(a) *Assignments.* The SFC is expected to begin functioning as a member of senior level staffs and in senior leadership roles such as logistics sergeant, platoon sergeant, operations sergeant and 1SG. An average TIS for promotion to SFC is 12 years. To be successful the Soldier must master and demonstrate appropriate personnel, logistical and operational management skills. Understanding the principal sustainment functions and how they support the warfighter is critical. The SFC can expect assignments outside their technical field such as operations sergeant, platoon sergeant, SGL, drill sergeant, recruiter, assistant inspector general NCO, career advisor, 1SG and should seek these opportunities when they exist. Assignments in leadership positions such as a logistics sergeant, platoon sergeant, drill sergeant, or SGL demonstrate the management skills, leader skills, and ability to perform the supervisory functions required in the next higher grade. The successful completion of challenging and demanding operational assignments is a significant discriminator in selection for promotion. Consider the following as promotion indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as a detachment sergeant, platoon sergeant, or operations sergeant in a deployed or deployable unit; demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(a) *Self-development.* For additional information on self-development, see paragraph 27–3.

(b) *Additional training.* Drill Sergeant, Airborne, Air Assault, Jumpmaster, Master Fitness, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Operational Contract Support, Combatives 2-4, and Lean Six Sigma Green Belt, Support Operations Course Phase 2.

(c) *Special assignments.* The Old Guard, Senior drill sergeant, recruiter, OC, senior instructor/writer, RA/RC advisor, TT NCO, and assistant inspector general NCO, equal opportunity Advisor, SARC, USASOC, SMU, Security Force Assistance Brigade (SFAB) and ASOF.

(5) *Master sergeant.*

(a) *Assignments.* The MSG serves as Chief Ammunition NCO, operations sergeant, and performs the important duties of 1SG upon lateral appointment. Normally the MSG or 1SG will be selected by or at 18 years of service. Regardless of position, they will be performing complex leadership functions, talent management, battle staff functions, and decision-making processes at the senior and command levels. Consider the following as promotion indicators: overall manner of performance of the board file; talent displayed to perform at a higher grade; NCOERs that reflect consistent superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities. Consistently demonstrated high standards of conduct and adherence to Army

values on and off duty. Demonstrated exceptional duty performance while assigned as a 1SG, Chief Ammunition NCO, operations sergeant in a deployed or deployable unit. Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Complete BA/BS in civilian education and begin Master’s Program.

(c) *Additional training.* Airborne, Air Assault, Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contractor Representative Course, Combatives, and Lean Six Sigma Green Belt/Black Belt.

(d) *Special assignments.* The Old Guard, logistics NCO trainer, rear detachment NCOIC, Training Developer, Observer Controller, Chief writer/instructor, Senior Capabilities Developer NCO, AC/RC advisor, SMU, and Army Field Support brigade.

(6) *Sergeant major.*

(a) *Assignments.* The SGM/CSM will serve in positions of great responsibility at the battalion, brigade level, or higher. They will exercise the art of command and the science of control within their formations. Operational assignments are limited; however, the SGM will now be in positions influencing large numbers of junior Soldiers and NCOs. The SGM/CSM should always seize every available opportunity having the greatest impact on his or her ability to impart knowledge to both commanders and Soldiers alike. Consider the following as advancement indicators: consistent exceptional performance from evaluations and the overall manner of performance in the board file. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include chief training instructor, developer/writer, Troop SGM, Support Operations SGM, Distribution Management Center SGM, Training Department SGM, operations SGM, and SMU assignments. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty. Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Complete BA/BS in civilian education and begin Master’s Program.

(c) *Additional training.* Contractor Representative Course, Operational Contracting Support.

(d) *Special assignments.* Instructor/Writer United States Sergeants Major Academy, Chief Enlisted Career Manager, SARC, SGM Inspector General NCO, Equal Opportunity Advisor.

(e) *Army career degrees.* Visit GoArmyEd website or local Army Education Center.

(f) *Credentialing.* See Army COOL website.

Chapter 8. Military occupational specialty 89B professional development model

Access to the “Career Maps” or Professional Development Model (PDM) can be accessed from the Army Career Tracker (ACT) website. They are located under the career resources tab at the following Web address: <https://actnow.Army.mil>.

Chapter 9. Military occupational specialty 89B Reserve Component

The duties and goals of the MOS 89B RC Soldier mirror that of the MOS 89B AC Soldier. RC Soldiers should strive for the same types of assignments and PD. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 10. Military occupational specialty 89D explosive ordnance disposal specialist

a. Major duties. EOD Specialists locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, or nuclear ordnance and IED; WMD and large vehicle bombs; conduct intelligence gathering operations of first seen foreign ordnance; support VIP missions for the U.S. Secret Service, State Department and other Federal agencies. Responsible for maintaining continuity of all unit operations and movements. Supervises coordination and deployment of EOD response teams over a wide geographical area. Supervises establishment and maintenance of situation maps, journals and technical intelligence reports. Technical advisor at staff levels. Supervises CONUS operations that support VIP missions for the U.S. Secret Service, State Department and other Federal agencies. Implement orders, policies and procedures. Performs personnel management operations at BDE/BN level for assigned personnel. Below are some key SQL's and ASI's, for a complete listing see DA Pam 611–21.

(1) List of SQLs:

- (a) L - Linguist.
- (b) P - Parachutist.
- (c) X - Drill sergeant.
- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career recruiter.
- (g) 8 - Instructor.

(2) List of ASIs:

- (a) 1B - SHARP.
- (b) 2S - Battle Staff OPS (skill level 3 and above).
- (c) 8R – Master Resilience Trainer (MRT).
- (d) 1J - Operational EW OPS (personnel only).
- (e) 2B - Air Assault (personnel only).
- (f) 5W - Jumpmaster (personnel only).
- (g) 6Q - Additional Duty Safety NCO (RC personnel only).
- (h) W6 - Weapons Intelligence Specialist
- (i) Y9 - WTU, CBWTU, SL, and/or platoon sergeant.
- (j) 6C - BN Level CSM Experience.
- (k) 6S - Operational Level SGM Experience.
- (l) 7C - BDE Level CSM Experience.
- (m) 7S - Organizational SGM Experience.
- (n) 8C - General Officer Level CSM Experience.
- (o) 8S - Strategic Level SGM Experience.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

(a) Operational assignments. The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. The ability to take advantage of opportunities and display leadership skills, initiative, and motivation is a must. Duty assignments include but aren't limited to EOD Specialist.

(b) Self-development. Soldiers should consider the following correspondence course: EOD Course. Begin AA/AAS in civilian education. For additional information on self-development, see paragraph 27–3.

(c) Additional training. HAZMAT, Combat Life Saver, and Combatives.

(d) *Special assignments.* None.

(2) Sergeant.

(a) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Duty assignments include EOD SGT. Consider the following as promotion indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Begin AA/AAS in civilian education.

(c) *Additional training.* Home Made Explosives (HME) Course, Advanced Improvised Explosive Devices Disposal (AIEDDs), Combatives Level 2–4, Ranger School, Airborne School, Air Assault School.

(d) *Special assignments.* WMD NCO.

(3) Staff sergeant.

(a) *Operational assignments.* Commanders and CSM should ensure SSGs are serving in appropriate developmental assignments and positions and know how these assignments affect promotion and career development. SSGs should serve a minimum of 18 months as an EOD team leader in an EOD or technical escort unit. SSGs should focus on serving a minimum of 36 months in an operational assignment to develop and refine their technical and tactical skills at the team and platoon level before serving in temporary or special duty assignments. Duty assignments include EOD team leader. Consider the following as promotion potential indicators: NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; Demonstrated exceptional duty performance while assigned as a DET or platoon sergeant or OPS SGT in a deployed or deployable unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Complete AA/AAS in civilian education.

(c) *Additional training.* Home Made Explosives (HME) Course, Advanced Team Leader Operations Course (ATLOC), CBRNE Leaders Course, Advanced Improvised Explosive Devices Disposal (AIEDDs), Combatives Level 2–4, Ranger School, Airborne School, Air Assault School.

(d) *Special assignments.* Instructor, recruiter, OC–T at a CTC (for example, JRTC, JMTC, NTC), small group leader, liaison/VIP coordination NCO, SMU and platoon sergeants in AIT companies. Commanders and CSM ensure SSGs being placed on special duty or temporary duty are considered for promotion and that they are serving in appropriate positions. These positions should impart knowledge and skills for equipping SSG to serve on BN, BDE, and DIV staffs. Soldiers who are serving in isolated areas require special consideration from USAES and HRC for assignment back to the Operational Force.

(4) Sergeant first class.

(a) *Operational assignments.* The critical assignment for a SFC is platoon sergeant, especially in an operational unit. Consider the following as promotion potential indicators: The

platoon sergeant's job as the senior trainer in the platoon is essential in the development of junior leaders. Successful assignments as platoon sergeants enhance the technical and tactical leading ability of SFC and increase their potential for selection to MSG. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Additional assignments that may be filled are liaison NCO, OPS SGTs, section SGTs, and senior technical intelligence analysts. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as a DET or platoon sergeant or OPS SGT in a deployed or deployable unit; demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3.

(c) *Additional training.* Home Made Explosives (HME) Course, Advanced Team Leader Operations Course (ATLOC), CBRNE Leaders Course, Advanced Improvised Explosive Devices Disposal (AIEDDs), Combatives Level 2–4, Ranger School, Airborne School, Air Assault School, and TWI (see AR 621–1).

(d) *Special assignments.* Instructor, recruiter, OC–T at a CTC (for example, JRTC, JMTC, NTC), small group leader, SOT Leader, SOT SGT, and SMU. Commanders and CSM ensure SFC being placed on special duty or temporary duty are considered for promotion and that they are serving in appropriate positions. These positions should impart knowledge and skills for equipping SFC to serve on BN, BDE, and DIV staffs. Soldiers who are serving in isolated areas require special consideration from USAES and HRC for assignment back to the Operational Force.

(5) *Master sergeant.*

(a) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as promotion potential indicators: The MSG serves as the Principle NCO of staff elements at BN level and above and may perform the important duties of 1SG upon lateral appointment. Regardless of position, EOD supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to SGM are greatly increased with at least 24 months of 1SG duties or other positions of greater responsibility. As always, EOD supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Successful duty assignment as an OPS SGT should be considered a prerequisite for consideration of advancement to the next level. Varied assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include; SMU assignments, 1SG, career management NCO, training developer, and Secret Service. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as an OPS SGT or 1SG in a deployed or deployable unit; demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3.

Complete BA/BS in civilian education and begin Master's Program.

(c) *Additional training.* Contractor Representative Course.

(d) *Special assignments.* SMU, SO–OPS SGT, SOT leader, Senior Career Management NCO (Proponent).

(6) *Sergeant major.*

(a) *Operational assignments.* The focus during this phase of the Soldier's career centers on refinement of their leadership skills and applying the knowledge gained throughout their career to influence organizations at the most senior level. Consider the following as advancement potential indicators: chances for promotion to CSM are greatly increased with at least 36 months of 1SG duties or other positions of greater responsibility. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include chief training instructor, developer, and/or writer, Training Department SGM, OPS SGM, EOD control SGM and SMU assignments. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty. Demonstrated exceptional duty performance while assigned as an OPS SGT in a deployed or deployable unit. Demonstrated career flexibility as shown by serving in developmental positions at grade level not traditional to their specific MOS.

(b) *Self-development.* For additional information on self-development, see paragraph 27–3. Complete BA/BS in civilian education and begin Master's Program.

(c) *Additional training.* Contractor Representative Course.

(d) *Special assignments.* SO SGM, SO Concept Development Division SGM.

(e) *Army career degrees.* Visit GoArmyEd website or local Army Education Center.

(f) *GI Jobs.* See GI Jobs COOL website.

Chapter 11. Military occupational specialty 89D professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (ACT) Website. They are located under the career resources tab at the following Web address:
<https://actnow.Army.mil>.

Chapter 12. Military occupational specialty 89D Reserve Component

MOS 89D RC: Standards of RC Soldiers mirror that of the AC in MOS 89D. Soldiers in the RC should strive for the same type of assignments and development; however; unit structure and geographic distribution often limit RC Soldiers in the range of possible assignments.