

Mechanical Maintenance (Career Management Field 91) Career Progression Plan

Chapter 1. Duties

The primary duties of the mechanical maintenance CMF are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. Ordnance maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems. The CMF is comprised of 15 MOSs that function in a wide range of areas that require extremely technical and tactical skills. CMF 91 maintainers support every type of unit in the Army to include Special Missions Units. The CMF is fully-integrated into Two Level Maintenance and Modular Force structures.

Chapter 2. Transformation

CMF 91 Ordnance NCOs are linked to one common mission- to support the sustainment of vehicles and weapons systems during peace and war thereby providing superior combat power to current and future forces of the United States Army. The Ordnance Corps requires NCOs who are leaders of Soldiers and both tactically and technically proficient in all phases of maintenance operations. Ordnance NCOs must ensure that their Soldiers can perform their individual MOS tasks, always place the welfare of their Soldiers ahead of their own, and adhere to Army values. Ordnance NCOs truly embody the Warrior Ethos. Their example inspires others to achieve the same level of commitment and professionalism enabling them to grow as leaders and train the Soldiers and small units of tomorrow. The merger of several military occupational specialties into multi-capable maintainers streamlined training and mission support. Additionally there have been increased authorizations for sergeants first class while at the same time there has been a reduced presence of junior grade leadership at Field Maintenance Companies and Forward Support Companies. The Army's modularity restructuring severely decreased the number of MOS 91Z sergeant major positions. The loss of Support GPs, Support Centers, and the conversions of DIV support commands to sustainment BDEs caused a reduction of positions. The total number of CMF 91 authorizations remained unchanged, making it challenging for promotion to the rank of sergeant major. Options to remain competitive include demanding jobs such as platoon sergeant, team chief, maintenance control SGT, motor SGT, and all special assignments that balance leadership and technical experience.

Chapter 3. Recommend 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: STP 21-1-SMCT; TC 4-02.1; AR 670-1; FM 3-96; 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.

(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 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.

(6) 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 using information provided on the GoArmyEd Web site. Soldiers may also enroll in GoArmyEd, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

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

(8) Soldiers may also earn promotion points for Technical Certification, a list of certifications is available on the Army Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

(9) Structured Self-Development SSD is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It is a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 1 prepares Soldiers for the BLC. Soldiers are automatically enrolled upon completing BCT and/or One Station Unit Training (OSUT). SSD 1 tasks are focused primarily at the team and squad levels. SSD focuses on the common leader and tactical skill sets.

b. Sergeant.

(1) The quality and success of a sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high goals 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; FM 6-22; FM 7-22.7; FM 21-18; FM 3-55.93; 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 sergeants 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 Web site.

(5) Soldier boards such as NCO of the Quarter and/or Year and the Sergeant Audie Murphy, and/or Sergeant 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 (ATTRS) websites provide resources in continued education, leadership and technical proficiency.

(7) Soldiers may also earn promotion points for Technical Certification, a list of certifications is available on the COOL Web site. 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. Awards and achievements includes: Army Award for Maintenance Excellence, Distinguished

Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

(9) SSD is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. Enrollments are HQDA select. The SSD 2 focuses on preparing unit and subordinate elements for peace, wartime missions, and contingencies.

c. Staff sergeant.

(1) The quality and success of a staff sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff sergeants who are committed to achieving high goals 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-SMCT; FM 3-22.9; FM 4-30.31; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) 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.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those staff sergeants 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 Web site. These self-development options are based on the staff sergeants's own desire to excel. At this stage, staff sergeants should 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 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.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Staff sergeants should complete two or more of the Automotive Service Excellence (ASE) certifications listed by MOS on the COOL Web site. 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. Awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, the Master Recruiter Badge, and senior or master instructor.

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

(8) Structured Self-Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 3 focuses on tasks at the platoon level and prepares sergeant through sergeant first class for SLC. It offers lessons on implementing measures to reduce combat stress, developing a physical security plan, supervising the NCOPD, supervising ceremony

setups, and applying ethical leadership decisions at the small unit level. Soldiers will be automatically enrolled in SSD 3 after they have completed all phases of ALC.

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 SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Strive to complete a degree program or accumulate two years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified.

(2) These NCOs should study and master the following additional military publications: STP 21-24-SMCT; FM 6-22; TC 7-22.7; FM 21-18; FM 3-55.93; 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.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants first class willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a sergeant first class should have completed an associate's degree by 12 years and continue studies towards an upper level degree. The sergeant first class 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 operations, and battle staff functions should be emphasized as essential to a sergeant first class.

(5) 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.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. The sergeant first class should have completed three or more of the ASE listed by MOS (if available) on the COOL Web site. 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. Awards and achievements include: Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, the Master Recruiter Badge, and senior or master instructor.

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

(9) Structured Self-Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System. It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 4 focuses on tasks at the BN level and prepares staff sergeants through CSM for attendance at the SMC. Soldiers may start SSD 4 upon completing the SLC. The USASMA recommends completing SSD 4 prior to assuming duties as a first sergeant. Graduates of the SLC are automatically enrolled. Current graduates of SLC may self-enroll.

e. Master sergeant and first sergeant.

(1) As NCO 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 sergeant major. Strive to complete a 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) Master sergeants and first sergeants should study and master the following military publications: AR 601–280; AR 600–20; DA Pam 611–21; AR 840–10; AR 220–1.

(3) Master sergeants 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 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.

(5) Additional career enhancement may be gained by continuing to pursue technical certification. The master sergeant should have completed four or more of the ASE certifications listed by MOS (if available) on the COOL Web site.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements includes: the Army Award for Maintenance Excellence, the Master Recruiter Badge, and master instructor.

(7) Structured Self-Development (SSD) is planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 4 focuses on tasks at the BN level and prepares staff sergeants through CSM for attendance at the Sergeants Major Course (SMC). Soldiers may start SSD 4 upon completing the SLC. The USASMA recommends completing SSD 4 prior to assuming duties as a first sergeant. Graduates of the SLC are automatically enrolled. Current graduates of SLC may self-enroll. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD 5 after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. Master sergeants through CSMs are automatically enrolled after they graduate from the SMC. SSD 5s will become a prerequisite for nominative and joint assignments.

f. Sergeant major and command sergeant major.

(1) The goal of the sergeant major and command sergeant major is to possess a bachelor's degree and be working toward a master's degree in their chosen discipline. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Outstanding communications skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the sergeant major and/or command sergeant major will often be representing the command or Army in civic functions.

(2) The sergeant major and command sergeant major should read publications on their chains of command professional reading list. TC 7–22.7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development. Continued reading about world politics, geopolitical issues and 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.

(4) Additional career enhancement may be gained by continuing to pursue technical certification. The sergeant major should have completed four or more of the ASE certifications

listed by MOS (if available) on the COOL Web site.

(5) Structured Self-Development (SSD) is planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System. It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a prerequisite for attending NCOES courses, and will affect future promotions. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD 5 after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. Master sergeants through CSMs are automatically enrolled after they graduate from the SMC. SSD 5s will become a prerequisite for nominative and joint assignments.

Chapter 4. Military occupational specialty 91A M1 Abrams tank system maintainer

a. Major duties. The Abrams Tank System Maintainer performs and supervises field maintenance and select on-board tasks, that is, major assembly replacement on Abrams tanks to include the hull, turret, and fire control. They inspect, test, repair, and adjust power plants, suspension systems, steering systems, hydraulic systems, auxiliary power units, fire extinguisher/suppression systems, gas particulate systems, vehicular mounted armament, gun turret drive system, and the fire control systems. They also perform supervisory duties, maintenance management, vehicle recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are 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) 2S - Battle Staff OPS (skill level 3 and above).
- (b) D8 - JAB and ABV System Maintainer.
- (c) H8 - Recovery OPS.

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as an Abrams Tank System Maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to Abrams

Tank System Maintainer.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should consider the following ALMS course: Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Joint Assault Bridge (JAB) and Assault Breaching Vehicle (ABV) System Maintainer (ASI D8), and Recovery Specialist (ASI H8), HAZMAT, Combat Life Saver, and Combatives.

(e) *Special assignments.* Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Abrams tank system maintainer, squad leader, and recovery vehicle operator. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Joint Assault Bridge (JAB) and Assault Breaching Vehicle (ABV) System Maintainer (ASI D8), HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* None.

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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 outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, senior Abrams tank system mechanic, and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison, and forward operating base security NCO.

(b) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(c) *Additional training.* Linguist, Support Operations Course Phase 1, Airborne, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(d) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer and/or controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander and/or NCOIC, rear DET NCO, and small group leader.

(4) Sergeant first class.

(a) *Institutional training.* Completion of SSD 4 is required for recommendation to master sergeant. Once implemented, graduation from the Master Leaders Course (MLC) will be required for promotion to master sergeant (effective FY18).

(b) *Operational assignments.* The sergeant first class is expected to function as a member of senior level staffs and in senior leadership roles. To be successful he must master and demonstrate appropriate personnel and operational management skills. Promotion potential indicators: The sergeant first class can expect assignments both inside and outside their technical field such as: section chief, platoon sergeant, maintenance supervisor, training development writer, career advisor and career management SNCO. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Begin BA/BS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Support Operations Course Phase I and Phase II, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Drill sergeant, senior drill sergeant, observer, and/or controller, senior instructor, AC/RC advisor, assistant inspector general NCO, small group leader, EOA, career advisor, career manager, 75th Ranger Regiment AIT platoon sergeant, Training with Industry (TWI), Asymmetrical Warfare Group (AWG), advise and assist NCO, training developer/writer, instructor/writer, OPS NCO, maintenance control SGT, Force Protection NCOIC, rear DET NCOIC, convoy commander/NCOIC, FOB security NCOIC and SMU

support.

- (5) *Master sergeant.* MOS 91A4O progresses to MOS 91Z5O upon promotion to master sergeant.
- d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.
- e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 5. Military occupational specialty 91A professional development model

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

Chapter 6. Military occupational specialty 91A Reserve Component

The duties and goals of the MOS 91A RC Soldier mirror that of the MOS 91A RA Soldier. RC Soldiers should strive for the same types of assignments and PD as their counterparts in the RA. 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 91B wheeled vehicle mechanic

a. *Major duties.* The wheeled vehicle mechanic performs and supervises unit field level maintenance and recovery operations on wheeled vehicles, their associated trailers and material handling equipment (MHE). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are key SQI’s and ASI’s, for a complete listing see DA Pam 611–21.

- (1) List of SQIs:
 - (a) G - Ranger.
 - (b) L - Linguist.
 - (c) P - Parachutist.
 - (d) S - Special Operation Support.
 - (e) V - Ranger Parachutist.
 - (f) X - Drill sergeant.
 - (g) Y - AIT platoon sergeant.
 - (h) 2 - Training Development.
 - (i) 4 - Non-career recruiter.
 - (j) 8 - Instructor.
- (2) List of ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).
 - (b) H8 - Recovery OPS.
 - (c) R1 - Rough Terrain Cargo Handler.

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of a Soldier’s career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills

and common Soldier tasks. This can be acquired in operational assignments serving as a wheeled vehicle mechanic. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to wheeled vehicle mechanic and recovery vehicle operator.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Ranger Training Airborne, Air Assault, Recovery OPS (ASI H8), and, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* 75th Ranger Regiment, White House Communications Agency (WHCA), Asymmetrical Warfare Group (AWG) and the Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to wheeled vehicle mechanic, recovery vehicle operator and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Ranger Training Airborne, Air Assault, Recovery OPS (ASI H8), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* 75th Ranger Regiment and White House Communications Agency (WHCA).

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *Operational assignments.* The focus during this phase of a Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions 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 outside of the technical field should

be kept to a minimum. Promotion potential indicators: Duty positions include motor SGT, senior mechanic and shop foreman. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liaison, forward operating base security NCO, and Army Field Support BDE Maintenance QC Inspector.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information, see paragraph 28–3.

(d) *Additional training.* Ranger Training Airborne, Air Assault, Linguist, Support Operations Course Phase 1, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO and small group leader, White House Communications Agency (WHCA), 75th Ranger Regiment, AIT platoon sergeant, Training with Industry (TWI) and SMU support.

(4) Sergeant first class. MOS 91B30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 8. Military occupational specialty 91B professional development model

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

Chapter 9. Military occupational specialty 91B Reserve Component

The duties and goals of the MOS 91B RC Soldier mirror that of the MOS 91B RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 91C utilities equipment repairer

a. *Major duties.* The Utilities Equipment Repairer performs and supervises unit field maintenance on utilities equipment and special purpose support systems. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange. Also, supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are key SQI’s and ASI’s, for a complete listing see DA Pam 611–21.

(1) List of SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

(j) 8 - Instructor.

(2) List of ASIs:

(a) P5 - Master Fitness Trainer.

(b) 2S - Battle Staff OPS (skill level 3 and above).

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be accomplished through technical assignments as a Utilities Equipment Repairer. Opportunities to display leadership skills, initiative, and motivation must be capitalized upon. Duty assignments include but are not limited to Utilities Equipment Repairer.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should consider the following ALMS course: Utilities Equipment Repairer Course. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special Assignments.* Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as: squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to utilities equipment repairer and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level

not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers at this level should consider the following ALMS course: Quartermaster and Chemical Equipment Repairer Course. Soldiers at this level should have mastered the technical expertise necessary to pass the ASE certifications and pass the Air Conditioning and Refrigeration Institute's Industry Competency Exam civilian certification in HVAC listed in the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *Operational assignments.* The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the positions below 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 outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments are utilities equipment repairer and senior quartermaster and chemical equipment repairer. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Linguist, Airborne, Air Assault, HAZMAT, Safety Course, Support Operations Course Phase I, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO and small group leader, and SMU support.

(4) *Sergeant first class.* MOS 91C30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 11. Military occupational specialty 91C professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (ACT) Web site. They are located under the plan tab at the following Web address:

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

Chapter 12. Military occupational specialty 91C Reserve Component

The duties and goals of the MOS 91C RC Soldier mirror that of the MOS 91C RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 13. Military occupational specialty 91D Tactical Power Generation Specialist

a. Major duties. The Tactical Power Generation Specialist performs and supervises unit field maintenance functions on power generation equipment up through 200KW (except for turbine engine driven generators). They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are key SQIs and ASIs, for a complete listing see DA Pam 611-21.

(1) List of SQIs:

- (a) G - Ranger.
- (b) L - Linguist.
- (c) P - Parachutist.
- (d) S - Special Operation Support.
- (e) V - Ranger Parachutist.
- (f) X - Drill sergeant.
- (g) Y - AIT platoon sergeant.
- (h) 2 - Training Development.
- (i) 4 - Non-career recruiter.
- (j) 8 - Instructor.

(2) List of ASIs:

- (a) P5 - Master Fitness Trainer.
- (b) 2S - Battle Staff OPS (skill level 3 and above).
- (c) C9 - MAST and Electrical Power Plant Maintenance.

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be accomplished through technical assignments serving as a Tactical Power Generation Specialist. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include: Power Generation Equipment Operator.

(c) *Self-development.* Begin AA/ AAS in civilian education. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28-3.

(d) *Additional training.* Ranger Training Airborne, Air Assault, Mast and Electric Power

Plant Maintenance ASI C9, HAZMAT, Combat Life Saver, and Combatives.

(e) *Special assignments.* Hometown Recruiter Program, mast and electric power plant maintenance unit.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Tactical Power Generation Specialist and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/ AAS in civilian education. Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Ranger Training, Airborne, Air Assault, Mast and Electric Power Plant Maintenance (ASI C9), HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* Mast and Electric Power Plant Maintenance Unit, 75th Ranger Regiment SMU support, and White House Communications Agency (WHCA).

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *Operational assignments.* The focus during this phase of a Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions 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 outside of the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments include senior Tactical Power Generation Specialist and section SGT. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, advise and assist NCO and/or liaison and forward operating base security NCO and Army field support BN maintenance QC inspectors.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Ranger Training Airborne, Air Assault, Mast and Electric Power Plant Maintenance (ASI C9), HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, small group leader, SMU support, and White House Communications Agency (WHCA).

(4) *Sergeant first class.* MOS 91D30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 14. Military occupational specialty 91D professional development model

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

Chapter 15. Military occupational specialty 91D Reserve Component

The duties and goals of the MOS 91DRC Soldier mirror that of the MOS 91D RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 16. Military occupational specialty 91E allied trades specialist

a. *Major duties.* The metal worker inspects, installs, modifies, and performs maintenance on mechanic, metal and composite material body components, radiators, fuel tanks, hulls, and accessories of Army watercraft, aviation assets, combat systems, and general-purpose equipment. The Allied Trades Specialist’s primary duties center on fabricating components made of ferrous and nonferrous metals, plastics, and other mechanic materials using machine shop equipment such as lathes, milling machines, drills and presses. Duties cover a full spectrum of metal preparations, joining processes, layout and fabrication to within tolerances of thousandths of an inch (.001”). They also perform ferrous and nonferrous welding processes using gas, arc, MIG and TIG. Duties cover a full spectrum of metal preparations, painting processes, auto body repair, and fabrications. They also perform supervisory duties, maintenance management, recovery operations, supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

(j) 8 - Instructor.

(2) Key ASIs:

(a) P5 - Master Fitness Trainer.

(b) 2S - Battle Staff OPS (skill level 3 and above).

(c) H8 - Recovery OPS (skill level 3 only).

(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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *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. A metal worker should not spend this important time in other capacities outside their PMOS. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to Welder and Metalworker Repairer.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should complete the American Welding Society (AWS) and the National Institute for Metalworking Skills (NIMS) certification listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special assignments.* Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *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. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include squad leader, welder, and metal worker. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liason and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should complete the AWS certification listed by MOS on the COOL Web site. For additional information on self-

development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* White House Communications Agency (WHCA).

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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. Consider the following promotion potential indicators: Duty assignments include squad leader, section SGT, platoon sergeant, metal worker supervisor and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. Staff sergeants should complete both the NIMS and the AWS certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph para 28–3.

(d) *Additional training.* Airborne, Air Assault, Linguist, Battle Staff NCO Course, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, small group leader, SMU support, White House Communications Agency (WHCA) and Training with Industry (TWI).

(4) *Sergeant first class.* MOS 91E30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 17. Military occupational specialty 91E professional development model

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

Chapter 18. Military occupational specialty 91E Reserve Component

The duties and goals of the MOS 91E RC Soldier mirror that of the MOS 91E AC Soldier. The

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 19. Military occupational specialty 91F small arms/towed artillery repairer

a. Major duties. The small arms/towed artillery repairer performs field maintenance on small arms and towed artillery. The repairer also diagnoses and troubleshoots malfunctions of small arms and towed artillery. Below is a list of some SQIs and ASIs; for a complete listing see DA Pam 611–21.

- (1) List of SQIs:
 - (a) G - Ranger.
 - (b) L - Linguist.
 - (c) P - Parachutist.
 - (d) S - Special Operation Support.
 - (e) V - Ranger Parachutist.
 - (f) X - Drill sergeant.
 - (g) Y -AIT platoon sergeant.
 - (h) 2 - Training Development.
 - (i) 4 - Non-career recruiter.
 - (j) 8 - Instructor
- (2) List of ASI:
 - (a) P5 - Master Fitness Trainer.
 - (b) 2S - Battle Staff OPS (skill level 3 and above).
 - (c) W5 – Special Operations Foreign and Non-Standard Armorer
 - (d) W9 - Special Operations Forces Peculiar Weapons Repairer

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* During the initial term, Ordnance Soldiers should spend as much time performing within their MOS as possible. This period is most important in building expertise and technical proficiency and should not be spent in other capacities outside their field. The following position is recommended for building a foundation of expertise and the skills necessary to progress to sergeant. Duty assignments include but are not limited to Small Arms/Towed Artillery Repairer.

(c) *Self-development.* Begin AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, Combat Life Savers Course, HAZMAT, and Combatives.

(e) *Special assignments.* Hometown Recruiter Program.

(2) *Sergeant.*

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* During this period, Sergeants should seek demanding

assignments and always strive to serve in positions of greater responsibility. Positions such as squad leader offer the opportunity to build and exercise leadership skills. It is imperative that Soldiers become proficient technically in their specialty in order to provide critical advice and guidance to subordinates. In addition, the sergeants must broaden and maintain proficiency in basic Soldier and tactical skills, and now demonstrate the competencies learned to his or her Soldiers as one of the unit's primary trainers. Consider the following promotion potential indicators: Duty assignments include small arms/ towed artillery repairer and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) Additional training. Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special assignments. SMU support.

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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. Consider the following promotion potential indicators: Duty assignments include squad leader, section SGT, platoon sergeant. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. Staff sergeants should complete certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, Linguist, Battle Staff NCO Course, HAZMAT,

Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, small group leader, SMU support, White House Communications Agency (WHCA) and Training with Industry (TWI).

(4) *Sergeant first class.* MOS 91F30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 20. Military occupational specialty 91F professional development model

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

Chapter 21. Military occupational specialty 91F Reserve Component

The duties and goals of the MOS 91F RC Soldier mirror that of the MOS 91F RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 22. Military occupational specialty 91G fire control repairer

a. *Major duties.* The Fire Control Repairer performs and supervises field maintenance on combat vehicles, infantry and artillery fire control systems and equipment, and related test equipment. Maintains and repairs laser range finders, ballistic computers, laser observation devices, laser designators, thermal imaging systems, periscopes, telescopes, commander’s weapon station/auxiliary sights, aiming circles, image transfer assemblies, quadrants, mount assemblies, fire control support equipment, and TMDE. Performs BDAR and provides technical guidance to the Soldiers to diagnose and troubleshoot malfunctions in fire control systems and related equipment at the field maintenance level. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

(j) 8 - Instructor.

(2) Key ASIs:

(a) P5 - Master Fitness Trainer.

(b) 2S - Battle Staff OPS (skill level 3 and above).

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) Institutional training. Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) Operational assignments. During the initial term, Ordnance Soldiers should spend as much time performing within their MOS as possible. This period is most important in building expertise and technical proficiency as a fire control repairer and should not be spent in other capacities outside their field. The following position is recommended for building a foundation of expertise and the skills necessary to progress to sergeant. Duty assignments include but are not limited to Fire Control Repairer.

(c) Self-development. Begin AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) Additional training. Airborne, Air Assault, Ranger Training, and Combat Life Savers Course.

(e) Special Assignments. Hometown Recruiter Program, HAZMAT, combat life saver, and combatives.

(2) Sergeant.

(a) Institutional training. Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) Operational assignments. During this period, Soldiers should seek demanding assignments and always strive to serve in positions of greater responsibility. Positions such as squad leader offer the opportunity to build and exercise leadership skills. It is imperative that Soldiers become proficient technically in their specialty in order to provide critical advice and guidance to subordinates. In addition, the sergeant must broaden and maintain proficiency in basic Soldier and tactical skills, and now demonstrate the competencies learned to his or her Soldiers as one of the unit's primary trainers. Promotion potential indicators: Duty assignments include fire control repairer and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) Self-development. Begin AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) Additional training. Airborne, Air Assault, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) Special assignments.

(3) Staff sergeant. MOS 91G20 progresses to MOS 91F30 upon promotion to staff sergeant.

d. Army career degrees. Visit GoArmyEd Web site or local Army Education Center.

e. GI Jobs. See GI Jobs COOL Web site.

Chapter 23. Military occupational specialty 91G professional development model

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

Chapter 24. Military occupational specialty 91G Reserve Component

The duties and goals of the MOS 91G RC Soldier mirror that of the MOS 91G RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 25. Military occupational specialty 91H tracked vehicle repairer

a. Major duties. The tracked vehicle repairer supervises and performs field maintenance on tracked vehicles; supervises maintenance vehicles, and MHE; supervises related activities including fuel and electrical system repair and maintenance. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below is a list of some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

- (1) List of key SQIs:
 - (a) G - Ranger.
 - (b) L - Linguist.
 - (c) P - Parachutist.
 - (d) S - Special Operation Support.
 - (e) V - Ranger Parachutist.
 - (f) X - Drill sergeant.
 - (g) Y -AIT platoon sergeant.
 - (h) 2 - Training Development.
 - (i) 4 - Non-career recruiter.
 - (j) 8 - Instructor
- (2) List of key ASIs:
 - (a) P5 - Master Fitness Trainer
 - (b) 2S - Battle Staff OPS (skill level 3 and above).
 - (c) H8 - Recovery OPS

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a tracked vehicle repairer. Opportunities to display leadership skills, initiative, and motivation should be capitalized upon. Duty assignments include but are not limited to tracked vehicle repairer and recovery vehicle operator.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web

site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special assignments.* Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Consider the following Promotion potential indicators: Duty assignments include but are not limited to tracked vehicle repairer, squad leader and recovery vehicle operator. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liason and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.*

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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 outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments as squad leader, recovery supervisor, shop foreman, material handling equipment maintenance NCO, and senior tracked vehicle mechanic. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, Drill Sergeant, Recruiter, Linguist, Battle Staff NCO Course, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, technical inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, and small group leader.

(4) *Sergeant first class.* MOS 91H30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 26. Military occupational specialty 91H professional development model

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

Chapter 27. Military occupational specialty 91H Reserve Component

The duties and goals of the MOS RC Soldier mirror that of the MOS 91H RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 28. Military occupational specialty 91J quartermaster and chemical equipment repairer

a. *Major duties.* The quartermaster and chemical equipment repairer supervises and performs field level maintenance on chemical equipment, quartermaster equipment, forced-air heaters, and special purpose equipment. Below is a list of some of the SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

(j) 8 - Instructor.

(2) ASIs:

(a) P5 - Master Fitness Trainer.

(b) 2S - Battle Staff OPS (skill level 3 and above).

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) Institutional training. Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) Operational assignments. The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills, and common Soldier tasks. This can be acquired in technical assignments serving as a quartermaster and chemical equipment repairer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to quartermaster and chemical equipment repairer.

(c) Self-development. Begin AA/AAS in civilian education. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) Additional training., Airborne, Air Assault, HAZMAT, Combat Life Saver, and Combatives.

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

(a) Institutional training. Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Quartermaster and Chemical Equipment Repairer and squad leader. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) Self-development. Begin AA/AAS in civilian education. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) Additional training., Airborne, Air Assault, Combat Life Saver, and Combatives.

(e) Special assignments. SMU Support.

(3) Staff sergeant. MOS 91J20 progresses to MOS 91C30 upon promotion to staff sergeant.

d. Army career degrees. Visit GoArmyEd Web site or local Army Education Center.

e. GI Jobs. See GI Jobs COOL Web site.

Chapter 29. Military occupational specialty 91J professional development model

Access to the “Career Maps” from the Army Career Tracker (ACT) Web site. They are located under the plan tab at the following Web address: <https://actnow.army.mil>.

Chapter 30. Military occupational specialty 91J Reserve Component

The duties and goals of the MOS 91J RC Soldier mirror that of the MOS 91J RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 31. Military occupational specialty 91L construction equipment repairer

a. Major Duties. The Construction Equipment Repairer performs and supervises unit field maintenance on construction equipment which includes that used for earthmoving, grading, and compaction, lifting and loading, quarrying and rock crushing, asphalt and concrete mixing, and surfacing, water pumping, air compression and pneumatic tools, and powered bridging. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below is a list of some SQIs and ASIs; for a complete listing see DA Pam 611–21.

- (1) SQIs:
 - (a) G - Ranger.
 - (b) L - Linguist.
 - (c) P - Parachutist.
 - (d) S - Special Operation Support.
 - (e) V - Ranger Parachutist.
 - (f) X - Drill sergeant.
 - (g) Y - AIT platoon sergeant.
 - (h) 2 - Training Development.
 - (i) 4 - Non-career recruiter.
 - (j) 8 - Instructor.
- (2) ASIs:
 - (a) P5 - Master Fitness Trainer.
 - (b) 2S - Battle Staff OPS (skill level 3 and above).

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of a Soldier’s career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Construction Equipment Repairer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to Construction Equipment Repairer and Engineer Mechanic.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should also strive to

master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special Assignments.* Hometown Recruiter Program.

(2) Sergeant.

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to construction equipment repairer, squad leader, and section SGT. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.*

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *Operational assignments.* The focus during this phase of a Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions 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 outside of the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments include squad leader, section SGT, platoon SGT and senior construction equipment repairer. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO and/or liaison, and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Air Assault, Linguist, Battle Staff NCO Course, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, Technical Inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, small group leader, and SMU support.

(4) *Sergeant first class.* MOS 91L30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 32. Military occupational specialty 91L professional development model

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

Chapter 33. Military occupational specialty 91L Reserve Component

The duties and goals of the MOS 91L RC Soldier mirror that of the MOS 91L RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 34. Military occupational specialty 91M Bradley fighting vehicle system maintainer

a. *Major duties.* The Bradley Fighting Vehicle system maintainer performs and supervises field maintenance and select on-board tasks. They diagnose and troubleshoot malfunctions and perform organizational maintenance on power plant, suspension systems, steering systems, fire extinguisher and/or suppression systems, gas particulate systems, vehicular mounted armament, and associated fire control systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component and/or major assembly substitution and ex- change. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below is a list of some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Some key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y -AIT platoon sergeant

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

(j) 8 - Instructor.

(2) Some key ASIs:

(a) 2S - Battle Staff OPS (skill level 3 and above).

(b) H8 - Recovery OPS.

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Bradley Fighting Vehicle system maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to Bradley Fighting Vehicle system maintainer.

(c) *Self-development.* Begin AA/AAS in civilian education. Soldiers should also strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special Assignments.* Hometown Recruiter Program.

(2) *Sergeant.*

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Bradley Fighting Vehicle system maintainer, squad leader, and recovery vehicle operator. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special Assignments.*

(3) *Staff sergeant.*

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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 outside of the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments include squad leader, platoon sergeant, Senior Bradley Fighting Vehicle system maintainer, and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28-3.

(d) *Additional training.* Linguist, Battle Staff NCO Course, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, Technical Inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist, FOB security NCO, convoy commander/ NCOIC, rear DET NCO, and small group leader.

(4) *Sergeant first class.*

(a) *Institutional training.* Completion of SSD 4 is required for recommendation to master sergeant. Once implemented, graduation from the Master Leaders Course (MLC) will be required for promotion to master sergeant (effective FY18).

(b) *Operational assignments.* The sergeant first class is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Promotion potential indicators: The sergeant first class can expect assignments both inside and outside their technical field such as: Section chief, platoon sergeant, senior tracked vehicle mechanic, BFVS supervisor, and maintenance control SGT. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin BA/BS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Battle Staff NCO Course, HAZMAT, Support OPS Phase II, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Drill sergeant/senior drill sergeant, observer/controller, senior Instructor, AC/RC advisor, assistant inspector general NCO, small group leader, EOA, career advisor, Proponent NCO, career manager, 75th Ranger Regiment AIT platoon sergeant, Training with Industry (), Asymmetrical Warfare Group (AWG), advise and assist NCO, training developer/writer, instructor/ writer, OPS NCO, maintenance control SGT, Force Protection NCOIC, rear DET NCOIC, convoy commander/NCOIC, FOB security NCOIC and SMU support.

(5) *Master sergeant.* MOS 91M40 progresses to MOS 91Z50 upon promotion to master sergeant.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 35. Military occupational specialty 91M professional development model

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

Chapter 36. Military occupational specialty 91M Reserve Component

The duties and goals of the MOS 91M RC Soldier mirror that of the MOS 91M RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 37. Military occupational specialty 91P self-propelled artillery systems maintainer

a. *Major duties.* The self-propelled artillery systems maintainer performs and supervises unit level and selected on-system field maintenance and recovery of all self-propelled field artillery cannon weapon systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Some key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

(h) 2 - Training Development.

(i) 4 - Non-career recruiter.

- (j) 8 - Instructor.
- (2) Some key ASIs:
 - (a) P5 - Master Fitness Trainer.
 - (b) 2S - Battle Staff OPS (skill level 3 and above).
 - (c) H8 - Recovery OPS.

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) *Institutional training.* Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a self-propelled artillery systems maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments should include but are not limited to self-propelled artillery systems maintainer and recovery vehicle operator.

(c) *Self-development.* Begin AA/AAS in civilian education. Self-propelled artillery systems maintainers should strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

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

(e) *Special Assignments.* Hometown Recruiter Program.

(2) *Sergeant.*

(a) *Institutional training.* Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to self-propelled artillery systems maintainer, squad leader, and recovery vehicle operator. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin AA/AAS in civilian education. Sergeants should also complete two or more of the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments.*

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *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. Successful duty assignments in the below positions 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 outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments include squad leader, senior artillery mechanic and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(b) *Self-development.* Complete AA/AAS in civilian education. (For additional information, refer to para 28–3.)

(c) *Additional training.* Linguist, Battle Staff NCO Course, HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(d) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, Technical Inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO and small group leader.

(4) Sergeant first class.

(a) *Institutional training.* Completion of SSD 4 is required for recommendation to master sergeant. Once implemented, graduation from the Master Leaders Course (MLC) will be required for promotion to master sergeant (effective FY18).

(b) *Operational assignments.* The sergeant first class is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Promotion potential indicators: The sergeant first class can expect assignments both inside and outside their technical field, such as artillery mechanic supervisor and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin BA/BS in civilian education. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Support Operation Course (Phase II), Battle Staff NCO Course, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Drill sergeant/senior drill sergeant, observer/controller, senior instructor, AC/RC advisor, assistant inspector general NCO, small group leader, EOA, career advisor, Proponent NCO, Career Manager, 75th Ranger Regiment AIT platoon sergeant, Training with Industry (TWI), Asymmetrical Warfare Group (AWG), advise and assist NCO, training developer/writer, instructor/ writer, OPS NCO, maintenance control SGT, Force Protection NCOIC, rear DET NCOIC, convoy commander/NCOIC, FOB security NCOIC and SMU support.

(5) *Master sergeant.* MOS 91P4O progress to MOS 91Z5O upon promotion to master sergeant.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 38. Military occupational specialty 91P professional development model

Access to the “Career Maps” can be accessed from the Army Career Tracker (ACT) Web site. They are located under the plan tab at the following Web address: <https://actnow.Army.mil>.

Chapter 39. Military occupational specialty 91P Reserve Component

The duties and goals of the MOS 91P RC Soldier mirror that of the MOS 91P RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 40. Military occupational specialty 91S Stryker systems maintainer

a. *Major duties.* The Stryker Systems Maintainer supervises and performs field level maintenance on the Stryker family of vehicles (M1126 Infantry Carrier Vehicle, M1127 Recon Vehicle, M1128 Mobile Gun System (MGS), M1129 Mortar Carrier, M1130 Commander’s Vehicle (CV), M1131 Fire Support Vehicle (FSV), M1132 Engineer Support Vehicle (ESV), M1133 Medical Evacuation Vehicle (MEV), M1134 Anti-Tank Guided Missile (ATGM), and M1135 NBC Recon Vehicle (NBCRV). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. Below are some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Some key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) V - Ranger Parachutist.

(f) X - Drill sergeant.

(g) Y - AIT platoon sergeant.

- (h) 2 - Training Development.
- (i) 4 - Non-career recruiter.
- (j) 8 - Instructor.
- (2) Some key ASIs:
 - (a) P5 - Master Fitness Trainer.
 - (b) 2S - Battle Staff OPS (skill level 3 and above).
 - (c) H8 - Recovery OPS.

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) Institutional training. Completion of Structured Self-Development (SSD) 1 is an eligibility requirement for recommendation to sergeant. Graduation from the Basic Leader Course (BLC) is required for promotion to sergeant.

(b) Operational assignments. The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments serving as a Stryker Systems Maintainer. Opportunities to display leadership skills, initiative and motivation should be capitalized upon. Duty assignments include but are not limited to Stryker Systems Maintainer and recovery vehicle operator.

(c) Self-development. Begin AA/AAS in civilian education. Soldiers should strive to master the skills necessary to pass the ASE certifications listed by MOS on the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) Additional training. Air Assault, Recovery OPS (ASI H8) HAZMAT, Combat Life Saver, and Combatives.

(e) Special assignments. The Hometown Recruiter Program.

(2) Sergeant.

(a) Institutional training. Completion of SSD 2 is an eligibility requirement for recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Stryker systems maintainer and recovery vehicle operator. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) Self-development. Begin AA/AAS in civilian education. Sergeants should also have mastered the technical expertise necessary to pass the ASE certifications listed by MOS on

the COOL Web site. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Air Assault, Recovery OPS (ASI H8), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* None.

(3) Staff sergeant.

(a) *Institutional training.* Completion of SSD 3 is an eligibility requirement for recommendation to sergeant first class. Graduation from the Senior Leaders Course (SLC) is required for promotion to sergeant first class.

(b) *Operational assignments.* The focus during this phase of a Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions 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 outside of the technical field should be kept to a minimum. Consider the following as promotion potential indicators: Duty assignments include senior mechanic and recovery vehicle supervisor. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(b) *Self-development.* Complete AA/AAS in civilian education. For additional information on self-development, see paragraph 28–3.

(c) *Additional training.* Air Assault, Recovery OPS (ASI H8), HAZMAT, Support Operations Course Phase I, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(d) *Special assignments.* Instructor, drill sergeant, recruiter, AIT squad leader, senior mechanic, motor SGT, Technical Inspector, WTU squad leader, observer/controller, AC/RC advisor, advise and assist NCO, FOB security NCO, convoy commander/ NCOIC, rear DET NCO and Small Group Leader.

(4) *Sergeant first class.* MOS 91S30 progresses to MOS 91X40 upon promotion to sergeant first class.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 41. Military occupational specialty 91S professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (ACT) Web site. They are located under the plan tab at the following Web address:

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

Chapter 42. Military occupational specialty 91S Reserve Component

The duties and goals of the MOS 91S RC Soldier mirror that of the MOS 91S RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 43. Military occupational specialty 91X maintenance supervisor

a. Major duties. The maintenance supervisor performs duties in preceding skill levels and supervises junior enlisted Soldiers and provides technical guidance on field maintenance on tracked and wheeled vehicles, construction equipment, and MHE. Supervises compliance with shop safety programs and use, maintenance and security of hand and shop power tools. Supervises recovery operations on tracked vehicles, wheel vehicles and related activities including electrical wiring harness system troubleshooting/repair/maintenance. Below are some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

- (1) Some key SQIs:
 - (a) G - Ranger.
 - (b) L - Linguist.
 - (c) P - Parachutist.
 - (d) S - Special Operation Support.
 - (e) V - Ranger Parachutist.
 - (f) X - Drill sergeant.
 - (g) Y - AIT platoon sergeant.
 - (h) 2 - Training Development.
 - (i) 4 - Non-career recruiter.
 - (j) 8 - Instructor.
- (2) Some key ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).

a. 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.

b. Goals for development.

- (1) Sergeant first class.

(a) Institutional training. Completion of SSD 4 is required for recommendation to master sergeant. Once implemented, graduation from the Master Leaders Course (MLC) will be required for promotion to master sergeant (effective FY18).

(b) Operational assignments. Sergeants first class are expected to begin functioning as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. The sergeant first class can expect assignments outside their technical field such as OPS SGT, platoon sergeant, support OPS NCO, SGL, drill sergeant, recruiter, assistant inspector general NCO, and DET SGT and should seek these opportunities when they exist. Back-to-back assignments outside of the technical field are highly discouraged and should be avoided due to the erosion of technical skills and knowledge. Assignments in leadership positions such as platoon sergeant, drill sergeant, or SGL demonstrates the supervisor's management skills, leadership skills, and ability to perform the supervisory functions required in the next higher grade. The successful completion of challenging and demanding operational assignments factor greatly into the selection for promotion. Consider the following as promotion potential indicators: Duty assignments include but are not limited to: motor SGT, OC, maintenance management NCO, maintenance control SGT, section SGT, team chief, OPS NCO, senior maintenance analyst, DET SGT and platoon sergeant. Successful assignments to U.S. Army Materiel command developing logisticians to perform at a multi-faceted strategic level. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Begin BA/BS in civilian education. The sergeant first class should enroll in SOC (Phase I), organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Airborne, Jumpmaster, Air Assault, Battle Staff NCO Course, Master Resiliency Training or Support OPS Phase II, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* Drill sergeant/senior drill sergeant, observer/controller, senior instructor, AC/RC advisor, assistant inspector general NCO, Small Group Leader, EOA, senior/career advisor, career management NCO, 75 Ranger Regiment AIT platoon sergeant, Training with Industry (TWI), Asymmetrical Warfare Group (AWG), advise and assist NCO, training developer/writer, instructor/ writer, OPS NCO, maintenance control SGT, Force Protection NCOIC, rear DET NCOIC, convoy commander/NCOIC, FOB security NCOIC and SMU support.

(2) *Master sergeant.* MOS 91X40 progresses to MOS 91Z50 upon promotion to master sergeant.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 44. Military occupational specialty 91X professional development model

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

Chapter 45. Military occupational specialty 91X Reserve Component

The duties and goals of the MOS 91X RC Soldier mirror that of the MOS 91X RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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 46. Military occupational specialty 91Z senior maintenance supervisor

a. *Major duties.* The senior maintenance supervisor supervises, plans, coordinates, and directs the field maintenance of all mechanical equipment. Serves as the principle maintenance or OPS NCO in a maintenance BN or higher-level organization. Supervises personnel performing the duties of- M1 Abrams Tank System Maintainer (91A40), Bradley Fighting Vehicle System Maintainer (91M40), Self-Propelled Artillery Systems Maintainer (91P40), and Maintenance supervisor (91X40). Below are some key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) Some key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

- (d) S - Special Operation Support.
- (e) V - Ranger Parachutist.
- (f) X - Drill sergeant.
- (g) Y - AIT platoon sergeant.
- (h) 2 - Training Development.
- (i) 4 - Non-career recruiter.
- (j) 8 - Instructor.
- (2) Some key ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).
 - (b) 6C - BN Level CSM Experience.
 - (c) 6S - Operational Level SGM Experience.
 - (d) 7C - BDE Level CSM Experience.
 - (e) 7S - Organizational SGM Experience.
 - (f) 8C - General Officer Level CSM Experience.
 - (g) 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) *Master sergeant.*

(a) *Institutional training.* Graduation from the Sergeants Major Course (SMC) is required for promotion to sergeant major.

(b) *Operational assignments.* The master sergeant serves as the principal NCO of staff elements at BN level and above and performs the important duties of first sergeant upon lateral appointment. Regardless of position, maintenance supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to sergeant major are greatly increased with at least 12 months of first sergeant duties or other positions of great responsibility. As always, maintenance supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Consider the following as promotion potential indicators: Assignments include: M1 senior maintenance supervisor, SP FA SR maintenance supervisor, BFVS SR maintenance supervisor, first sergeant, mechanical maintenance management NCO, BN/BDE senior maintenance supervisor, OPS SGT, support OPS NCO and maintenance control SGT. Maintenance supervisors should be prepared to accept any position in senior leadership or managerial roles. Successful assignments to U.S. Army Materiel command developing logisticians to perform at a multi-faceted strategic level. 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 deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as, advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Complete BA/BS in civilian education and begin Master’s Program. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Jumpmaster, Airborne, Air Assault, Master Resiliency Training,

Military Auditor (RC personnel only, HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course and Combatives.

(e) *Special assignments.* Inspector general NCO, career management SNCO, SMU Support, 75th Ranger Regiment Logistic NCO Trainers (advise and assist), observer/controller, HRC senior career advisor, Training with Industry (TWI) Program, senior/chief instructor, small group leader, ground maintenance safety LNO, advise and assist NCO, rear DET NCOIC, force protection NCOIC and AC/RC advisor.

(2) Sergeant major and command sergeant major.

(a) *Institutional training.* Completion of SSD 5 is strongly encouraged.

(b) *Operational assignments.* The sergeant major will serve in positions of great responsibility at BDE and higher-level staff as well as department chief at our training institutions. While operational assignments are limited, the most senior Maintainer will now be in positions influencing large numbers of junior Soldiers and NCO. The sergeant major/command sergeant major should always seize every available opportunity having the biggest impact on his ability to impart knowledge to both commanders and Soldiers alike. Consider the following as advancement potential indicators: Chances for promotion to CSM are greatly increased with at least 36 months of first sergeant duties or other positions of great responsibility. Assignments include: CSM, SGM, chief career management NCO, senior instructor, chief mechanical maintenance NCO, OPS NCO, support OPS NCO, evaluation NCO and depot SGM. Successful assignments to U.S. Army Materiel command developing logisticians to perform at a multi-faceted strategic level. 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 SGM or material management NCO 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, such as advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Complete BA/BS in civilian education and begin Master’s Program. For additional information on self-development, see paragraph 28–3.

(d) *Additional training.* Jumpmaster, Airborne, Air Assault, Master Resiliency Training, Military Auditor (RC personnel only), HAZMAT, Safety Course, Combat Life Saver, Contracting Officer Representative Course, and Combatives.

(e) *Special assignments.* CSM, logistic NCO trainers (advise and assist), observer/controller, Training with Industry (TWI) Program, advise and assist NCO rear DET NCOIC, force protection NCOIC and chief career management NCO.

d. *Army career degrees.* Visit GoArmyEd Web site or local Army Education Center.

e. *GI Jobs.* See GI Jobs COOL Web site.

Chapter 47. Military occupational specialty 91Z professional development model

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

Chapter 48. Military occupational specialty 91Z Reserve Component

The duties and goals of the MOS 91Z RC Soldier mirror that of the MOS 91Z RA Soldier. The RC Soldiers should strive for the same types of assignments and PD as the RA. 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.