

Transportation (Career Management Field 88) Career Progression Plan

Chapter 1. Duties

Transportation Corps (TC) Soldiers are the critical element in the planning, supervising, and execution of Army and DOD Transportation Operations at the tactical, operational, and strategic levels of war. As a result of their unique abilities, CMF 88 Soldiers are highly deployable, serving as a consistent and constant enabler to the combatant commander. Leaders consistently leverage enlisted transportation expertise to deliver on a promise to move personnel and material by way of any conveyance; anywhere, anytime. CMF 88 clearly embodies multi-modal methodology that encompasses sea, land, air, and rail transportation. Indeed, the use of CMF 88 in every aspect of planning underscores the significance of the CMF 88 Warrior's skill sets. The CMF consists of seven MOSs and each one acts as a TC enabler; the seven enlisted MOSs are: 88H (Cargo Specialist), 88K (Army Watercraft Operator), 88L (Army Watercraft Engineer), 88M (Motor Transport Operator), 88N (Transportation Management Coordinator), 88Z (Transportation Senior Sergeant). The following MOS resides only in the USAR Component: 88U (Railway Specialist).

Chapter 2. Transformation

The TC provides Army transportation services essential for CONUS-based and forward-deployed power projection forces in support of the National Military Strategy. The TC is responsible for the worldwide movement of units, personnel, equipment and supplies from home station to foxhole. In terms of Logistics, the TC is the Spearhead of Logistics. The current operating environment demands focused logistics that is responsive, flexible, and precise. Focused logistics will be the fusion of information, logistics, and transportation technologies that provide rapid crisis response, capable of tracking and shifting assets even while enroute, and delivering tailored logistics packages and sustainment at the tactical, operational, and strategic levels of OPS. The TC provides the operational process of synchronizing all elements of the logistics system to deliver the "right things" to the "right place" at the "right time" to support the geographic combatant commander. Transportation NCOs must be technically proficient with employment of transportation and mission unique equipment, personnel, and systems. In addition, they must understand logistics and distribution operations to include the use of transportation, supply, and maintenance automated systems. TC mission success requires NCOs to have the proper balance between technical know-how and the ability to understand and apply the appropriate tactical expertise while at home station and deployed to an operational environment. NCOs must keep in mind their two basic responsibilities, the accomplishment of the mission and the welfare of their Soldiers. Their Soldiers must be trained and able to perform their individual MOS tasks. The TC requires highly skilled, qualified, and dedicated NCOs who are committed to leading Soldiers. In every instance, the TC seeks physically fit NCO who demonstrate a high physical fitness readiness state with a trend of consistent attainment of the wear of the Army Physical Fitness Badge and military standards of appearance.

Chapter 3. Recommend career management self-development by rank

a. Private E-1: Specialist and corporal.

(1) During this initial phase in one's career, all transporters must seek to become an expert in their assigned MOS; working several positions within their MOS. These include the functional aspect of the MOS, as well as assignments to TOE units at the company level. Focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Certification for both 88K (Watercraft Operator) and 88L (Watercraft Engineer). IAW AR 56-9 *Surface Transportation Watercraft*, MOS 88K must attain K10 Certification and K20 Certification. In addition, enlisted personnel (88K/88L) are MOS-qualified only when certified to or above grade and have completed the appropriate Professional Military

Education (PME) courses. Soldiers assigned to MTOE units with vessels will license to appropriate grade within 6 months of assignment for the RA and 2 years of assignment for the RC. Army maritime personnel must be MOS qualified (technically certified) at each level of skill, as indicated in AR 56–9. In addition, the MOS 88K/L Soldiers must be MOS qualified at each level of skill per DA Pam 611–21.

(2) Soldiers should study and master the following military publications: ADRP 1; STP 21–1–SMCT; TC 3–21.5; TC 3–21.75; FM 7–22; FM 4–25.11; AR 670–1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

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

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. CLEP and 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 FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) The Army Correspondence Course Program (ACCP) also provides excellent educational advancements in continued education, leadership and technical proficiency. Other education opportunities are available at the ACES Web site. 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 SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(6) Soldier boards such as Soldier of the Quarter and/or Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. The Military Order of Saint Christopher Award and TRANS Regimental Soldier of the Year Awards are bestowed upon CMF 88 Soldiers for exemplary performance.

(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 Noncommissioned Officer Professional Development System (NCOPDS). It promotes lifelong learning (LLL). It sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It is a centrally managed content that must be completed at specified career points as a pre-requisite for attending NCOPDS courses, and will affect future promotions. SSD level I course teaches initial term Soldiers to communicate ideas and thoughts clearly, recognize the need for strong character and values, demonstrate tactical and technical competence, and take initiative to become a lifelong learner by exploring interests and pursuing a civilian education. SSD level I is a prerequisite for the Basic Leader Course.

(8) 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 Army Education Center (AEC) on your installation.

b. Sergeant.

(1) Sergeants must demonstrate a high degree of proficiency in MOS duties and competent performance of leadership functions commensurate with their position in order to effectively train

and lead Soldiers. The sergeant's career progression relies upon a strong drive to excel in duty performance in addition to the attainment of additional knowledge, skills, and experience related to leadership and MOS competency. During this initial phase in one's career, one must seek to become a functional transportation expert. Certification for both 88K (Watercraft Operator) and 88L (Watercraft Engineer). IAW AR 56–9, MOS 88K must attain K20 Certification. In addition, enlisted personnel (88K/ 88L) are MOS-qualified only when certified to or above grade and have completed the appropriate Noncommissioned Officer Professional Development Education System (NCOPDS) courses. Soldiers assigned to MTOE units with vessels will license to appropriate grade within 6 months of assignment for the RA and 2 years of assignment for the RC. Army maritime personnel must be MOS qualified (technically certified) at each level of skill, as indicated in AR 56–9. In addition, the MOS 88K/L NCO must be MOS qualified at each level of skill per DA Pam 611–21.

(2) Sergeants should study and master the following military publications: ADRP 1; STP 21–24–SMCT; ADRP 3–0; ADRP 6–22; ADRP 7–0; ADRP 6–0; ADRP 4–0; all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following is suggested for self-development: FM 7–22.7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development. The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Sergeants willing to make the required sacrifices should seize the available opportunities. CLEP and DANTES are available for those Sergeants unable to pursue formal civilian courses. These self-development options are based on the Sergeants own desire to excel. Ample opportunities exist for Sergeants to participate in various correspondence courses to accomplish individual educational objectives. Sergeants with GT scores below 110 should seek to improve their scores through

(4) FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare

(5) Soldiers for the AFCT and improve promotion potential. Soldier boards such as NCO of the Quarter and/or Year and the Sergeant Audie Murphy and/or SGT Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. Awards bestowed upon an CMF 88 Soldier for exemplary performance are the Military Order of Saint Christopher Award, Transportation Corps Regimental NCO of the Year, and Instructor of the Year Award.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Other education opportunities are available at the ACES Web site. 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 SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(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 NCOPDS. It promotes lifelong learning (LLL). 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 centrally managed content that must be completed at specified career points as a pre-requisite for attending NCOPDS courses and will affect future promotions. SSD level II course prepares sergeants to react to cultural dynamics in the joint, interagency, intergovernmental, and multinational (JIIM)

environment; develop self and subordinates to use sound and ethical judgement; be an agile and a multi-skilled leader in the operating environment even when information is ambiguous and uncertain; and be accountable with moral and ethical character when managing programs. SSD level II is a prerequisite for the Advanced Leader Course.

(8) Sergeants 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.

c. Staff sergeant.

(1) Staff Sergeants must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties. Staff Sergeants should continue to hone leadership skills and maintain a high proficiency level in their MOS. Staff Sergeants should begin to broaden their knowledge of other MOSs within CMF 88. Certification for both 88K (Watercraft Operator) and 88L (Watercraft Engineer). IAW AR 56–9 *Surface Transportation Watercraft*, MOS 88K must attain K30 Certification. In addition, enlisted personnel (88K/88L) are MOS-qualified only when certified to or above grade and have completed the appropriate Noncommissioned Officer Professional Development Education System (NCOPDS) courses. Soldiers assigned to MTOE units with vessels will license to appropriate grade within 6 months of assignment for the RA and 2 years of assignment for the RC. Army maritime personnel must be MOS qualified (technically certified) at each level of skill, as indicated in AR 56–9. In addition, the MOS 88K/L NCO must be MOS qualified at each level of skill per DA Pam 611–21. MOS 88K Qualified is defined as certified and licensed to the assigned position.

(2) Staff Sergeants should study and master the military publications: ADRP 1; STP 21–24–SMCT; ADRP 3–0; ADRP 6–22; ADRP 7–0; ADRP 6–0; ADRP 4–0; AR 350–1; all 10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

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

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Staff Sergeants willing to make the required sacrifices should seize the available opportunities. CLEP and DAN TES are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Staff Sergeants own desire to excel. Ample opportunities exist for Staff Sergeants to participate in various correspondence courses to accomplish individual educational objectives. Staff Sergeants with GT scores below 110 should seek to improve their scores through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the AFCT and improve promotion potential.

(5) Soldier boards such as NCO of the Quarter and/or Year and the SGT Audie Murphy and/or SGT Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. Awards bestowed upon an CMF 88 Soldier for exemplary performance are the Military Order of Saint Christopher Award, Transportation Corps Regimental NCO of the Year, and Instructor of the Year Award.

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Other education opportunities are available at the ACES Web site. CLEP and the DAN TES 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 SOCAD Web site. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(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 NCOPDS. It promotes lifelong learning (LLL). 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 centrally managed content that must be completed at specified career points as a pre-requisite for attending NCOPDS courses and will affect future promotions. SSD level III course prepares staff sergeants by providing an opportunity to improve as a professional and as an individual in the human dimension. Additionally, it will provide an opportunity to acquire the leader technical and tactical skills and knowledge needed to lead a platoon-size element. Students will analyze and apply leadership development, mission command, cognitive dominance, and Army programs. SSD level III is a prerequisite for the Senior Leader Course.

(8) Staff Sergeants may also earn Technical Certifications, 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.

d. Sergeant first class.

(1) As NCOs become more senior in rank, self-development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor Soldiers. 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. Certification for both 88K (Watercraft Operator) and 88L (Watercraft Engineer). IAW AR 56-9 *Surface Transportation Watercraft*, MOS 88K must attain Certification. In addition, enlisted personnel (88K/88L) are MOS-qualified only when certified to or above grade and have completed the appropriate Noncommissioned Officer Professional Development Education System (NCOPDS) courses. NCO assigned to MTOE units with vessels will license to appropriate grade within 6 months of assignment for the RA and 2 years of assignment for the RC. Army maritime personnel must be MOS qualified (technically certified) at each level of skill, as indicated in AR 56-9. In addition, the MOS 88K/L NCO must be MOS qualified at each level of skill per DA Pam 611-21. MOS 88K Qualified is defined as certified and licensed to the position assigned.

(2) These NCOs should study and master the following military publications: ADRP 1; STP 21-24-SMCT; ADRP 3-0; ADRP 6-22; ADRP 7-0; ADRP 6-0; ADRP 4-0; AR 350-1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following is suggested for self-development: FM 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 Sergeant First Class's 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 their management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army OPS, and battle staff functions should be emphasized as essential to a Sergeant First Class. A Sergeant First Class with a GT score below 110 should seek to improve their score through FAST. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for

the AFCT and improve promotion potential.

(5) Awards bestowed upon a CMF 88 NCO for exemplary performance are the Military Order of Saint Christopher Award, Transportation Corps Regimental NCO of the Year, and Instructor of the Year Award.

(6) 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 NCOPDS. It promotes lifelong learning (LLL). 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 centrally managed content that must be completed at specified career points as a pre-requisite for attending NCOPDS courses and will affect future promotions. SSD level IV course prepares sergeants first class by providing them with an opportunity to improve as individuals and as professionals. Students will enhance their ability to apply cognitive dominance while preparing professionally for the Master Leader Course. Soldiers will study organizational leadership, functions of a joint staff, principles of sustainment, the exercise of mission command, and the problem solving process. SSD level IV is a prerequisite for the Master Leader Course.

(7) Soldiers may also earn Technical Certifications, 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.

e. Master sergeant and first sergeant.

(1) At this stage in one's career, the Master Sergeant and First Sergeant must identify themselves as multimodal transportation experts; demonstrating how to exploit the capabilities of all transportation assets available while serving as a solid contributor to any staff assigned. As NCOs become more senior in rank, self-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. Completion of a bachelor's degree is encouraged. For stellar performers. Awards bestowed upon a CMF 88 NCO for exemplary performance are the Military Order of Saint Christopher Award (Ancient), and Instructor of the Year Award.

(2) MSGs and/or 1SGs should study and master the following military publications: ADRP 1; STP 21-24-SMCT; ADRP 3-0; ADRP 6-22; ADRP 7-0; ADRP 6-0; ADRP 4-0; AR 350-1; AR 601-280; AR 600-20; DA Pam 611-21; AR 220-1; AR 614-200; AR 600-8-19; AR 600-8-22; AR 600-9; AR 635-200; AR 600-8-2; AR 600-55.

(3) Master Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Leaders should recognize their new role as Transportation Senior Sergeants and pursue functional course offerings 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 ACCP provides an excellent educational resource in continued education, leadership and technical proficiency.

(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 NCOPDS. It promotes lifelong learning (LLL). 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 NCOPDS courses, and will affect future promotions. SSD level V course prepares master sergeants by providing them with an opportunity to improve as individuals and as professionals. Students will enhance their ability to apply cognitive dominance while preparing professionally for the Sergeants Major Course. Students will analyze leading change in an organization, receive an introduction to contracting and funding, understand the capabilities of multinational and inter-governmental agencies, and study contemporary legal issues. SSD level V is a prerequisite for the Sergeants Major Course.

f. Sergeant major and command sergeant major.

(1) Although not required, attainment of a Bachelor degree is highly recommended. An educated and articulate SNCO reflects greatly upon the Transportation Corps; although not required, the goal of the Sergeant Major and/or 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. 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/or Command Sergeant Major should read publications on their chains of command professional reading list. FM 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) Awards bestowed upon a CMF 88 Sergeant Major for exemplary performance is the Military Order of Saint Christopher Award (Ancient).

(4) 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 NCOPDS. It promotes lifelong learning (LLL). It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. SSD VI is currently under development.

Chapter 4. Military occupational specialty 88H cargo specialist

a. Major duties. The cargo specialist leads, directs, or performs duties to transship cargo between all modes of transport. The cargo specialist must be proficient in all methods of cargo handling and storage procedures (manual or mechanical). The 88H leads, instructs, and provides technical guidance to subordinates to ensure the safe operation of winches, hoists, and other cargo handling equipment. The 88H also plans, organizes, and executes the different types of terminal operations and services. The senior 88H supervises and manages the work force; provides staff supervision, policy, and guidance for personnel and cargo movement by air, rail, motor, and water transport; plans and supervises Central Receiving and/or Shipping Point (CRSP) and Arrival/Departure Airfield Control Group (A/DACG) OPS. Evaluate sites for depots, truck terminals, railheads, beachheads, air terminals and water ports and/or terminals. Manages the use and maintenance of deployment and distribution systems; prepares and/or evaluates automated air and ship stowage plans; coordinates onward movement, and special cargo handling equipment at the next destination; coordinates administrative matters, communications activities, and training programs; and prepares tactical plans and training materials. The Sergeant First Class 88H also serves as a Contracting Officers Representative.

(1) An 88H may possess the listed SQIs:

(a) B - Inspector General NCO.

- (b) G - Ranger.
- (c) L - Linguist.
- (d) M - 1SG.
- (e) N - Joint Planner.
- (f) P - Parachutist.
- (g) Q - EOA.
- (h) S - SO Support Personnel.
- (i) T - 1st SFOD-D Unit Operator.
- (j) U - 75th Ranger Regiment Leader.
- (k) V - Ranger Parachutist.
- (l) X - Drill Sergeant.
- (m) Y - AIT platoon sergeant.
- (n) 2 - Training Developer.
- (o) 4 - Non-career recruiter.
- (p) 6 - Mobilization and Demobilization OPS.
- (q) 7 - Attaché.
- (r) 8 - Instructor.
- (2) An 88H may possess the listed ASIs:
 - (a) P5 - Master Fitness Trainer.
 - (b) Y9 - WTU/Community Based WTU SL/platoon sergeant.
 - (c) 1B - SHARP.
 - (d) 2S - Battle Staff.
 - (e) 3C – Operational Contract Support.
 - (f) 8R - Master Resilience Trainer.
- b. *Prerequisites.* See DA Pam 611-21 for details.
- c. *Goals for development.*

(1) Private E-1: specialist/corporal

- (a) *Institutional Training.* Cargo Specialist Course. Basic Leader Course (BLC).
- (b) *Operational assignments.* These include the functional aspect of the MOS, as well as assignments to TOE units at the company level. Focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Seek positions such as cargo checker and/or handler, forklift operator, and crane operator that allow the Soldier to gain leadership experience. Promotion indicators are: Honor Graduate and Commandant's List; maintained high physical fitness standards through award of the Army Physical Fitness Badge; and also showed consistent compliance with height and weight standards. 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. Attributes must reflect: One that is culturally astute, agility, adaptability, and resiliency.
- (c) *Self-development.* For additional information on self-development, see paragraph 26-3. Begin AA/AS civilian education degree.
- (d) *Additional training.* Additional functional training includes TCAIMS II, (The Transportation Coordinators'- Automated Information for Movements System II) Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), Ship Crane Certifications, Ship Loading and Stowage, Integrated Computerized Deployment System (ICODES), Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical Transportation of Hazardous Materials. (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Army Career Tracker (ACT) for complete Professional Development Model for 88H.
- (e) *Special assignments.*

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

(g) *GI Jobs.* N/A.

(2) Sergeant.

(a) *Institutional Training.* Cargo Specialist Advanced Leader Course (ALC).

(b) *Operational assignments.* Seek assignments that include assignments to troop units at the company level. Focus on assignments that develop leadership skills, as well as enhance technical and tactical skills. Seek assignments that provide an opportunity to serve in a leadership position. The Regiment encourages NCO to serve in tough demanding jobs. These NCOs are considered more competitive and a better candidate for promotion than those who do not. An 88H2O must seek out foreman, section chief, and UMO duties while performing well as cargo checker, container handler, senior forklift operator, and senior crane operator.

(c) *Promotion indicators.*

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.
2. Exceeded course standards (Honor Graduate and Commandant's List).
3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
4. Consistently pursued education through military courses and civilian educational opportunities.
5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
6. Demonstrated exceptional duty performance while assigned as a cargo checker, container handler, senior forklift operator, and a senior crane operator.

(d) *Attributes must reflect:*

1. One that is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Enroll/continue AA/AS.

(f) *Additional training.* Functional training includes TCAIMS II, (The Transportation Coordinators' Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), Ship Crane Certifications, Ship Loading and Stowage, ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical Transportation of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Army Career Tracker (ACT) for complete Professional Development Model for 88H.

(g) *Special assignments.* Recruiter

(h) *Army career degrees.* See SOCAD Army Degree Program.

(i) *GI Jobs.* N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC).

(b) *Operational assignments.* Seek assignments in the Operating Force that include assignments to troop units at company and BN levels. Focus on continued development and refinement of leadership skills and MOS competency. Seek tough leadership positions and excel in the performance of the duties associated with those positions. Seek to become a transportation functional expert; knowledge of how to exploit transportation conveyances of rail, truck, vessel, and air to accomplish the mission. Staff Sergeants should also seek out tough leadership positions such as Platoon Sergeant. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the

following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Platoon Sergeant; Operations Sergeant (40 Level); AIT Platoon Sergeant; or a Cargo NCO.

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned an AA/AS degree.

(f) Consistently pursued military education and attended Battle Staff NCO; Air Assault Course; Airborne Course; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Section Chief (Squad Leader), Hatch Foreman, or Assistant Operations SGT.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Drill Sergeant; AIT Platoon Sergeant; Instructor/Writer; WTU Platoon Sergeant; Recruiter; ALC Small Group Leader; Security Force Assistance BDE (SFAB); Cargo NCO (ASG, KU); Training Management NCO (BOLC, Log Ldr College).

2. Highly qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Section Chief (Squad Leader), Hatch Foreman, or Assistant Operations SGT.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned credit hours towards a degree.

(e) Consistently pursued military education and attended courses such as ICODES; UMODPC; HAZMAT; MRT; or MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Section Chief (Squad Leader), Hatch Foreman, or Assistant Operations SGT.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Drill Sergeant; AIT Platoon Sergeant; Instructor/Writer; WTU Platoon Sergeant; Recruiter; ALC Small Group Leader; Security Force Assistance BDE (SFAB); Cargo NCO (ASG, KU); Training Management NCO (BOLC, Log Ldr College)

(d) *Attributes must reflect:*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue AA/AS.

(f) *Additional training.* Additional functional training includes TCAIMS II, (The Transportation Coordinators' Automated Information for Movements System II) Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), Ship Crane Certifications, Ship Loading and Stowage, ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). UMO Deployment Planning Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See

Army Career Tracker (ACT) for complete Professional Development Model for 88H. Battle Staff NCO Course (BSNCOC), and Support Operations Course (SOC).

(g) *Special assignments.* Such assignments require the Regiment's best and include Instructor, Drill Sergeant, Recruiter, and AIT PSG, ALC SGL, and WTU Squad Leader. The Regiment does not recommend back to back tours in such assignments.

(h) *Army career degrees.* See SOCAD Army Degree Program.

(i) *GI Jobs.* N/A.

(4) Sergeant first class.

(a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).

(b) *Operational assignments.* SFCs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as First Sergeant; Operations Sergeant (50 Level)

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned a BA/BS degree.

(f) Consistently pursued military education and attended Battle Staff NCO; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; EOL; SHARP; SEJPME I; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Terminal Operations Sergeant; Platoon SGT; Operations Sergeant.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Recruiter; Assistant Inspector General NCO; Senior Instructor/Writer; Senior Drill Sergeant; Observer Controller/Trainer; Detachment Sergeant in SDDC BDE; Career Advisor (HRC); Training With Industry; Training Developer; AIT Platoon Sergeant; Capability Developer NCO (CASCOM); Security Force Assistance BDE (SFAB).

2. Highly qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Platoon Sergeant; Operations Sergeant; Terminal Operations Sergeant; Cargo NCO.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned an AA/AS degree.

(e) Consistently pursued military education and attended courses such as ICODES; UMODPC; HAZMAT; MRT; or MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Terminal Operations Sergeant; Platoon SGT; Operations Sergeant

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Recruiter; Assistant Inspector General NCO; Senior Instructor/Writer; Senior Drill Sergeant; Observer Controller/Trainer; Detachment Sergeant in SDDC BDE; Career Advisor (HRC); Training With Industry; Training Developer; AIT Platoon Sergeant; Capability Developer NCO (CASCOM); Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect:*

1. One that is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Complete AA or AS. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree.

(f) *Additional training.* Additional functional training includes TCAIMS II, (The Transportation Coordinators'- Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), Ship Crane Certifications, Ship Loading and Stowage, ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT), UMODP, BSNCO, and Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Army Career Tracker (ACT) for complete Professional Development Model for 88H.

(g) *Special assignment.* Equal Opportunity Advisor (EOA), Training with Industry (TWI), Drill Sergeant, Recruiter, Instructor, AIT Platoon Sergeant, Assistance Inspector General, Career Advisor (HRC), Defense Attaché, Training Developer, ALC Senior Small Group Leader (SSGL), SLC SGL. The Regiment does not recommend back to back tours in such assignments.

(h) *Army career degrees.* See SOCAD Army Degree Program.

(i) *GI Jobs.* N/A.

(5) *Master sergeant/first sergeant.* See paragraph 26-25(c).

Chapter 5. Military occupational specialty 88H professional development model

Access to the “Career Maps” can be accessed from the ACT Web site at the following Web address: <https://actnow.army.mil>.

Chapter 6. Military occupational specialty 88H Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of transportation operations. The RC represents a substantial portion of the overall TC structure and capability. NCOPDS in the RC mirrors RA training and requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters. Wartime mission of all three components is identical: To successfully perform transportation operations within a theater of operations. The RC is managed the same as the RA (see para 26–4).

Chapter 7. Military occupational specialty 88K watercraft operator

a. *Major duties.* The watercraft operator leads, operates, and performs seamanship duties on Army watercraft. The Watercraft Operator must be competent in the use of electronic navigation equipment (for example, sonar and radar), navigational aids, radios, and single-letter international code flags; proficient at docking and/or undocking vessels and loading/unloading vessels. Watercraft Operators receive extensive training in damage control, firefighting, lifesaving, and rescue procedures. MOS 88K NCOs are trained for independent watercraft OPS. The senior 88K applies Inland and International navigation

rules while operating vessels; conducts crew drills and supervises training on the vessel; disseminates information on weather; maintains the vessel station bill and crew list; operates communications, electronics, and navigational systems; processes OPS and intelligence information; receives, stores, distributes, and turns in vessel supplies, equipment, and food; responsible for the vessel mess functions to include all money exchanges, headcount records, daily cook worksheets, and food utilization reports; coordinates the operation of collective lighter control points. Serves as the watercraft SME at echelon above BDE staff positions, such as the Transportation Movement Control Element; provides staff supervision, policy, and guidance for personnel and cargo movement by water transportation. The Sergeant First Class 88K also serves as a contracting officer's representative.

(1) An 88K may possess the listed SQIs:

- (a) B - Inspector General NCO.
- (b) G - Ranger.
- (c) L - Linguist.
- (d) M - 1SG.
- (e) N - Joint Planner.
- (f) P - Parachutist.
- (g) Q - EOA.
- (h) S - SO Support Personnel.
- (i) T - 1st SFOD-D Unit Operator.
- (j) U - 75th Ranger Regiment Leader.
- (k) V - Ranger Parachutist.
- (l) X - Drill Sergeant.
- (m) Y - AIT platoon sergeant.
- (n) 2 - Training Developer.
- (o) 4 - Non-career recruiter.
- (p) 6 - Mobilization and Demobilization OPS.
- (q) 7 - Attaché.
- (r) 8 - Instructor.

(2) An 88K may possess the listed ASI:

- (a) P5 - Master Fitness Trainer.
- (b) Y9 - WTU and/or Community Based WTU SL/platoon sergeant.
- (c) 1B - SHARP.
- (d) 2S - Battle Staff.
- (e) 3C - Operational Contract Support.
- (f) 8R - Master Resilience Trainer.

b. *Prerequisites.* See DA Pam 611-21 for details.

c. *Goals for development.*

(1) Private E-1: specialist/corporal.

(a) *Institutional Training.* Watercraft Operator Course. Basic Leader Course (BLC).

(b) *Operational assignments.* Career progression includes assignments to TOE units at the company level. The focus during the early years of career is to build a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Seek positions such as Seaman that allow one to gain leadership experience.

(c) *Promotion indicators.*

1. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
2. Consistently pursued education through military courses and civilian educational opportunities.
3. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(d) Attributes must reflect:

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development*. For additional information on self-development, see paragraph 26–3. Begin AA/AS civilian education degree.

(f) *Additional training*. Continue certification to grade. Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation coordinators' Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT CERT. Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88K on ACT for more information.

(g) *Special assignments*.

(h) *Army career degrees*. See SOCAD Army Degree Program.

(i) *GI Jobs*. N/A.

(2) Sergeant.

(a) *Institutional Training*. Watercraft Operator Advanced Leader Course (ALC) Phase I and II.

(b) *Operational assignments*. Career progression must include assignments to troop units at the company level. Focus on assignments such as Leading Seaman, Safety NCO, Dispatcher or Coxswain that develop leadership skills as well as enhance your technical (functional competence) and tactical skills. Seek assignments that provide an opportunity to serve in a leadership position. NCO who have served frequently and successfully in the tough jobs are considered more competitive than those who do not.

(c) *Promotion Indicators are*.

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.
2. Exceeded course standards (Honor Graduate and Commandant's List).
3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
4. Consistently pursued education through military courses and civilian educational opportunities.
5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
6. Demonstrated exceptional duty performance while assigned as a leading seaman (team leader), Safety NCO, Dispatcher, or a coxswain.

(d) *Attributes must reflect*:

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development*. For additional information on self-development, refer to see para 26–3. Enroll/continue AA/ AS.

(f) *Additional training*. Additional functional training includes Maritime Radar Observers Course (MROC). Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other

nonfunctional; however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88K on ACT for more information.

(g) *Special assignments.* Recruiter.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC). Watercraft Operator Senior Leader Course (SLC).

(b) *Operational assignments.* Career progression must include assignments to units at company and BN levels. Focus on continued development and refinement of their leadership skills and tactical and technical expertise. Seek out the tough leadership positions and excel in these duties associated with those positions. These positions offer unique opportunities in the areas of leadership and problem solving. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Platoon Sergeant; SATMO Watercraft Operations NCO (40 level); BDE Watercraft NCO (40 level); Marine Operations NCO (40 Level).

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned an AA/AS degree.

(f) Consistently pursued military education and attended Battle Staff NCO; Air Assault Course; Airborne Course; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Watercraft NCO; Boatswain; Section Sergeant.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor/Writer; WTU Platoon Sergeant; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Watercraft Operations NCO (SATMO); Security Force Assistance BDE (SFAB).

2. Highly qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Boatswain; Section Sergeant; Watercraft NCO; Section Sergeant.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned credit hours towards a degree.

(e) Consistently pursued military education and attended courses such as Global Maritime Distress and Safety System; MRT; MFT; I-CODES.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Watercraft NCO; Boatswain; Section Sergeant.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments

such as ALC SGL; Instructor/Writer; WTU Platoon Sergeant; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Watercraft Operations NCO (SATMO); Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect:*

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue AA/AS.

(f) *Additional training.* K30 Certification, K40 Certification Bridge RM, Global Maritime Distress and Safety System, and Maritime Radar Observers Course (MROC). Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88K on ACT for more information.

(g) *Special assignments.* Instructor/writer, Drill Sergeant, AIT PSG, ALC SGL, Watercraft Operations NCO (SATMO), and Recruiter.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(4) Sergeant first class.

(a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).

(b) *Operational assignments.* SFCs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SFCs will have demonstrated any combination of the following:

- (a) Served successfully in positions of greater responsibility such as First Sergeant; Detachment Sergeant; Small Tug Vessel Master
- (b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.
- (c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).
- (d) Received an award for Leadership.
- (e) Consistently pursued civilian education and earned a BA/BS degree.
- (f) Consistently pursued military education and attended Battle Staff NCO; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; EOL; SHARP; SEJPME I; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions

such as Platoon Sergeant; Boatswain; Operations Sergeant; First Mate; Marine Operations NCO.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; Special Operations Command; Watercraft Operator (SATMO); Training Developer; Security Force Assistance BDE (SFAB).

2. Highly qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Platoon Sergeant; Boatswain; Operation Sergeant; First Mate; Marine Operations NCO.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned an AA/AS degree.

(e) Consistently pursued military education and attended courses such as Global Maritime Distress and Safety System; MRT; MFT; I-CODES.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Platoon Sergeant; Boatswain; Operations Sergeant; First Mate; Marine Operations NCO.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; Special Operations Command; Watercraft Operator (SATMO); Training Developer; Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect:*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Complete AA or AS degree. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree.

(f) *Additional training.* Functional training includes continued work on certification, BMR, Global Maritime Distress and Safety System, and MROC. Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88K on ACT for more information.

(g) *Special assignments.* EOA, SLC SGL, Instructor/Writer, Recruiter, Drill SGT, Career Advisor (HRC), Assistant IG, Training Developer, and Watercraft Operator (SATMO).

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(5) *Master sergeant and first sergeant.* See paragraph 26-25(c).

Chapter 8. Military occupational specialty 88K professional development model

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

Chapter 9. Military occupational specialty 88K Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of Transportation Operations. The RC represents a substantial portion of the overall TC structure and capability. The Transportation Commandant requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters.

Chapter 10. Military occupational specialty 88L watercraft engineer

a. Major duties. The watercraft engineer leads, performs, and trains subordinate personnel to operate and maintain the vessel's engines and power plant. In addition to the engines, duties include electrical and cooling systems; lubrication fuel systems; refrigeration; steering mechanisms; pneumatic and hydraulic systems; the hull; piping and general vessel maintenance. The Sergeant First Class instructs and supervises marine engine department personnel in all systems maintenance; oversees posting of vessel log books, forms and records; assigns personnel to duty positions; schedules equipment for calibration; establishes maintenance priorities; prepares and reviews shipyard specifications; prepares marine vessel historical reports and records, preventive maintenance schedules and records, materiel readiness reports, equipment improvement recommendations and unsatisfactory/faulty equipment reports; and records required and completed modifications.

(1) An 88L may possess the listed SQIs:

- (a) B - Inspector General NCO.
- (b) G - Ranger.
- (c) L - Linguist.
- (d) M - 1SG.
- (e) N - Joint Planner.
- (f) P - Parachutist.
- (g) Q - EOA.
- (h) S - SO Support Personnel.
- (i) T - 1st SFOD-D Unit Operator.
- (j) U - 75th Ranger Regiment Leader.
- (k) V - Ranger Parachutist.
- (l) X - Drill Sergeant.
- (m) Y -AIT platoon sergeant.
- (n) 2 - Training Developer.
- (o) 4 - Non-career recruiter.
- (p) 6 - Mobilization and Demobilization OPS.
- (q) 7 - Attaché.
- (r) 8 - Instructor.

(2) An 88L may possess the listed ASIs:

- (a) P5 - Master Fitness Trainer.
- (b) Y9 - WTU/Community Based WTU SL/platoon sergeant.
- (c) 1B - SHARP.
- (d) 2S - Battle Staff.
- (e) 3C - Operational Contract Support.
- (f) 8R - Master Resilience Trainer.

b. Prerequisites. See DA Pam 611-21 for details.

c. Goals for development.

(1) Private E-1: specialist/corporal.

(a) *Institutional Training.* Watercraft Engineer Course. Basic Leader Course (BLC).

(b) *Operational assignments.* Career progression must include assignments to TOE units at the

company level. Focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Seek positions such as Marine Engineman that will allow one to gain leadership experience.

(c) Promotion indicators.

1. Exceeded course standards (Honor Graduate, Commandant's List, and so forth).
2. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
3. Consistently pursued education through military courses and civilian educational opportunities.
4. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(d) Attributes must reflect:

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) Self-development. For additional information on self-development, refer to paragraph 26–3. Begin AA/AS civilian education degree.

(f) Additional training. L10 Certification and L20 Certification. Training and certification to grade remain top priority at this level. Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). See Professional Development Model (PDM) for 88L on ACT for more information.

(g) Special assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(2) Sergeant.

(a) Institutional Training. Watercraft Engineer Advanced Leader Course (ALC) Phase I and II.

(b) Operational assignments. Career progression must include assignments to units at the company level. Focus on assignments that develop leadership skills as well as enhance technical and tactical skills. Seek those assignments that provide an opportunity to serve in a leadership position. NCO who serve frequently and are successful in the tough jobs are considered more competitive than those who do not. An 88L can be assigned as a Senior Marine Engineman.

(c) Promotion indicators.

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.
2. Exceeded course standards (Honor Graduate and Commandant's List).
3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
4. Consistently pursued education through military courses and civilian educational opportunities.
5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
6. Demonstrated exceptional duty performance while assigned as a Senior Marine Engineman.

(d) Attributes must reflect.

1. One who is culturally astute.
2. Agility.
3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Enroll/continue AA/ AS.

(f) *Additional training.* Continue with certification. Aside from skill level certification to grade, other training includes TCAIMS II (The Transportation Coordinators' Automated Information for Movements System II), Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). See Professional Development Model (PDM) for 88L on ACT for more information.

(g) *Special assignments.* Recruiter.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC). Watercraft Engineer Senior Leader Course (SLC).

(b) *Operational assignments.* Career progression must include assignments to units at company and BN levels. Focus during this phase must continue on development and refinement of leadership skills and tactical and technical expertise. Seek out the tough leadership positions and excel in the performance of the duties associated with those positions. These positions offer unique opportunities in the areas of leadership and problem solving. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Platoon Sergeant; Marine Maintenance NCO (40 level); Marine Maintenance Supervisor; Assistant Engineer; Small Tug Chief Engineer.

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned an AA/AS degree.

(f) Consistently pursued military education and attended Battle Staff NCO; Air Assault Course; Airborne Course; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Marine Maintenance Sergeant; Marine Maintenance NCO; Junior Marine Engineer; Assistant Marine Engineer.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor/Writer; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Watercraft Engineer (SATMO); Security Force Assistance BDE (SFAB).

2. Highly qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Marine Maintenance NCO; Assistant Marine Engineer.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

- (c) Exceeded ALC course standards (Commandant's List).
- (d) Consistently pursued civilian education and earned credit hours towards a degree.
- (e) Consistently pursued military education and attended courses such as MRT; MFT.
- (f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Marine Maintenance Sergeant; Marine Maintenance NCO; Junior Marine Engineer; Assistant Marine Engineer.
- (g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor/Writer; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Watercraft Engineer (SATMO); Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect.*

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(d) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Continue AA/AS.

(e) Additional training. Continue watercraft skill level certifications. Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators' Automated Information for Movements System II), Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCOG, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88L on ACT for more information.

(f) *Special assignments.* Instructor/writer, Drill Sergeant, Watercraft Engineer (SATMO), and Recruiter.

(g) Army career degrees. See SOCAD Army Degree Program.

(h) GI Jobs. N/A.

(4) Sergeant first class.

(a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).

(b) *Operational assignments.* SFCs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SFCs will have demonstrated any combination of the following:

- (a) Served successfully in positions of greater responsibility such as First Sergeant; Detachment Sergeant; Small Tug Vessel Master
- (b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.
- (c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).
- (d) Received an award for Leadership.
- (e) Consistently pursued civilian education and earned a BA/BS degree.
- (f) Consistently pursued military education and attended Battle Staff NCO; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; EOL;

SHARP; SEJPME I; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Platoon Sergeant; Boatswain; Operations Sergeant; First Mate; Marine Operations NCO.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; Special Operations Command; Watercraft Operator (SATMO); Training Developer; Security Force Assistance BDE (SFAB).

2. Highly qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Platoon Sergeant; Boatswain; Operation Sergeant; First Mate; Marine Operations NCO.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned an AA/AS degree.

(e) Consistently pursued military education and attended courses such as Global Maritime Distress and Safety System; MRT; MFT; I-CODES.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Platoon Sergeant; Boatswain; Operations Sergeant; First Mate; Marine Operations NCO.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; Special Operations Command; Watercraft Operator (SATMO); Training Developer; Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect—*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Complete AA or AS degree. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree.

(f) *Additional training.* Continue watercraft skill level certifications. Aside from skill level certification to grade, other training includes TCAIMS II, (The Transportation Coordinators' Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCOG, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88L on ACT for more information.

(g) *Special assignments.* EOA, Drill Sergeant, Recruiter, Instructor, Career Advisor (HRC), and Senior Watercraft Engineer (SATMO).

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(5) *Master sergeant and command sergeant.* See paragraph 26-25(c).

Chapter 11. Military occupational specialty 88L professional development model

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

Chapter 12. Military occupational specialty 88L Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of transportation operations. The RC represents a substantial portion of the overall TC structure and capability. The Transportation Commandant requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters.

Chapter 13. Military occupational specialty 88M motor transport operator

a. Major duties. The motor transport operator supervises or operates wheeled vehicles to transport personnel and cargo. Operates all wheeled vehicles and equipment over rough terrain and roadways for support of combat OPS. The senior 88M provides professional support and technical guidance to customers requiring motor transport; operates in the TRANS field as a platoon sergeant; plans, manages, and monitors unit motor transport OPS as the truck master; establishes and organizes the unit motor park; prepares and implements the truck company convoy OPS security and defense plan; receives and distributes highway motor transport missions; supervises and directs unit dispatching of vehicles; coordinates engineer requirements to support a truck BN; serves as the TRANS SME at staff level positions, such as the Support OPS section. Additionally, the motor transport operator serves as convoy commander for convoys over 40 vehicles with civilian and/or military mixed crews, coordinates lodging, fuel, maintenance, and supply for convoy OPS over periods of a week or longer without direct supervision from higher HQ. The 88M Sergeant First Class also serves as a Contracting Officers Representative.

- (1) An 88M may possess the listed SQIs—
 - (a) B - Inspector General NCO.
 - (b) G - Ranger.
 - (c) L - Linguist.
 - (d) M - 1SG.
 - (e) N - Joint Planner.
 - (f) P - Parachutist.
 - (g) Q - EOA.
 - (h) S - SO Support Personnel.
 - (i) T - 1st SFOD–D Unit Operator.
 - (j) U - 75th Ranger Regiment Leader.
 - (k) V - Ranger Parachutist.
 - (l) X - Drill Sergeant.
 - (m) Y -AIT platoon sergeant.
 - (n) 2 - Training Developer.
 - (o) 4 - Non-career recruiter.
 - (p) 6 - Mobilization and Demobilization OPS.
 - (q) 7 - Attaché.
 - (r) 8 - Instructor.
- (2) An 88M may possess the listed ASIs—
 - (a) M9 - Master Driver Trainer.
 - (b) P5 - Master Fitness Trainer.
 - (c) Y9 - WTU/Community Based WTU SL/platoon sergeant.
 - (d) 1B - SHARP.

- (e) 2S - Battle Staff.
- (f) 3C – Operational Contract Support.
- (g) 8R - Master Resilience Trainer.
- b. *Prerequisites.* See DA Pam 611–21 for details.
- c. *Goals for development.*

(1) Private E–1: specialist/corporal.

- (a) *Institutional Training.* Motor Transport Operator Course. Basic Leader Course (BLC).
- (b) *Operational assignments.* The focus during the early years should be geared toward building a strong base of technical expertise in basic MOS skills and common Soldier tasks. Soldiers should seek assignments such as Vehicle Driver, Heavy Vehicle Driver, HET Vehicle Driver, Dispatcher, and Driver.
- (c) *Promotion indicators.*
 1. Exceeded course standards (Honor Graduate, Commandant's List, and so forth).
 2. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
 3. Consistently pursued education through military courses and civilian educational opportunities.
 4. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
- (d) *Attributes must reflect:*
 1. One who is culturally astute.
 2. Agility.
 3. Adaptability.
 4. Resiliency.
- (e) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Begin AA/AS Civilian education degree.
- (f) *Additional training.* This training includes TCAIMS II, (Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88M on ACT for more information.
- (g) *Special assignments.* Special assignments for 88M Soldiers include but are not limited to Security Force Assistance Brigade (SFAB), Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Successful service in a special assignment is what makes someone best qualified for promotion.
- (h) Army career degrees. See SOCAD Army Degree Program.
- (i) GI Jobs. N/A.

(2) Sergeant.

- (a) *Institutional Training.* Motor Transport Operator Advanced Leader Course (ALC).
- (b) *Operational assignments.* As a junior NCO, the focus should be on assignments that develop your leadership skills as well as enhance your technical and tactical skills. Seek out

those assignments that provide an opportunity to serve in a leadership position. NCOs who have served frequently in tough jobs and are successful are considered more competitive than those who have not. An 88M Sergeant can be assigned as a Dispatcher, Senior Vehicle Driver, Senior Heavy Vehicle Driver, HET Vehicle Driver, Driver, Chauffer, and a Heavy Vehicle Driver.

(c) Promotion indicators.

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.
2. Exceeded course standards (Honor Graduate and Commandant's List).
3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed compliance with height and weight standards.
4. Consistently pursued education through military courses and civilian educational opportunities.
5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
6. Demonstrated exceptional duty performance while assigned as a Dispatcher, Senior Vehicle Driver, Senior Heavy Vehicle Driver, HET Vehicle Driver, Driver, Chauffer, and a Heavy Vehicle Driver.

(d) Attributes must reflect—

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) Self-development. For additional information on self-development, see paragraph 26–3. Enroll/continue AA/AS.

(f) Additional training. This training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88M on ACT for more information.

(g) Special assignments. The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. NCOs assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other Special assignments for 88M NCOs include but are not limited to Security Force Assistance Brigade (SFAB), Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). NCOs assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88M NCOs may also be assigned as Recruiter and/or Drill Sergeant. These positions should be considered as career enhancing assignments. Successful service in a special assignment is what makes someone best qualified for promotion.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC).

(b) *Operational assignments.* Focus must be on continued development and refinement of leadership skills and tactical and technical expertise; seek to become a functional expert in your MOS. Seek out the tough leadership positions and excel in the performance of the duties associated with those positions. These positions offer unique opportunities in the areas of leadership and problem solving. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Platoon Sergeant; Truckmaster (40 level); Master Driver Trainer (ASI M9).

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned an AA/AS degree.

(f) Consistently pursued military education and attended Ranger; Battle Staff; Air Assault; Airborne; MDT (ASI M9); Master Driver (WHTA PDSI G8J); or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Squad Leader; Section Sergeant.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor/Writer; Special Operations Command; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Master Driver, White House Transportation Agency; White House Communications Agency; Old Guard; Training Developer; Ranger Regiment, Security Force Assistance BDE (SFAB).

2. Highly qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Squad Leader; Section Sergeant.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned credit hours towards a degree.

(e) Consistently pursued military education and attended courses such as Ammo/Fuel Handlers Course; UMODPC; HAZMAT; MRT; MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Squad Leader; Section Sergeant.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor/Writer; Special Operations Command; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Master Driver, White House Transportation Agency; White House Communications Agency; Old Guard; Training Developer; Ranger Regiment, Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect—*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue AA/AS.

(f) *Additional training.* Additional functional training includes TCAIMS II, (The Transportation Coordinators'- Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional however important training includes, BSNCOG, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88M on ACT for more information.

(g) *Special assignments.* The White House Transportation Agency (WHTA). WHTA provides 24-hour TRANS and cargo support services to the First Family, White House staff, and official visitors of the First Family in the Washington DC area; assists with worldwide TRANS support for presidential motorcades and presidential travel as directed by the White House Military Office (WHMO).; supervises and assists with the TRANS of Presidential gift trunks. The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments for 88M NCOs include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88M NCOs may also be assigned as Instructor/writer, Drill Sergeant, Recruiter, Distro Platoon Observer Controller, ALC SGL, AIT PSG, Training Developer, and Training Developer. These positions should be considered as career enhancing assignments. NCOs assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(4) Sergeant first class.

(a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).

(b) *Operational assignments.* SFCs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:

(c) *Promotion indicators are —*

1. Most qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as First Sergeant; Detachment Sergeant; Operations Sergeant (50 level); Senior Truckmaster (50 level); AIT

Platoon Sergeant.

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned a BA/BS degree.

(f) Consistently pursued military education and attended Ranger; Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; MDT (ASI M9); SEJPME I; Master Driver (WHTA PDSI G8J); or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Platoon Sergeant; Truckmaster; Operations Sergeant; Section Sergeant.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Instructor /Writer; Master Driver (White House Transportation Agency); White House Communications Agency; Special Operations Command; Theater Special Operations Command; Inspector General NCO; Training With Industry; Equal Opportunity Advisor; Career Advisor (HRC); Defense Courier Service; NATO; Old Guard; Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB).

2. Highly qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Platoon Sergeant; Truckmaster; Operations Sergeant; Section Sergeant.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned an AA/AS degree.

(e) Consistently pursued military education and attended courses such as Ammo/Fuel Handlers Course; UMODPC; HAZMAT; MRT; MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Platoon Sergeant; Truckmaster; Operations Sergeant; Section Sergeant.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Instructor /Writer; Master Driver (White House Transportation Agency); White House Communications Agency; Special Operations Command; Theater Special Operations Command; Inspector General NCO; Training With Industry; Equal Opportunity Advisor; Career Advisor (HRC); Defense Courier Service; NATO; Old Guard; Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB).

(d) *Attributes must reflect—*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, refer to paragraph 26–3. Complete AA or AS degree. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree

(f) *Additional training.* Additional functional training includes TCAIMS II, (The Transportation Coordinators'- Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment

Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional however important training includes BSNCOG, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88M on ACT for more information.

(g) Special assignments. The White House Transportation Agency (WHTA) WHTA provides 24-hour TRANS and cargo support services to the First Family, White House staff, and official visitors of the First Family in the Washington DC area; assists with worldwide TRANS support for presidential motorcades and presidential travel as directed by the White House Military Office (WHMO).; supervises and assists with the TRANS of Presidential gift trunks. The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments for 88M NCOs include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88M NCOs may also be assigned as EOA, Training With Industry, Drill Sergeant, Recruiter, Instructor, ALC SGL, Observer Controller/Trainer, SLC SGL, AIT PSG, Training Developer, and Career Advisor (HRC). These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(5) Master sergeant and first sergeant. See paragraph 26-25(c).

Chapter 14. Military occupational specialty 88M professional development model

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

Chapter 15. Military occupational specialty 88M Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of transportation operations. The RC represents a substantial portion of the overall TC structure and capability. The Transportation Commandant requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters.

Chapter 16. Military occupational specialty 88N transportation management coordinator

a. Major duties. The TRANS Management Coordinator supervises, monitors, controls and coordinates the movement of personnel, equipment, and cargo by air, rail, highway, and water; determines the most efficient mode of transport that accomplishes mission requirements; advises military and DOD civilians concerning the selection of sites for depots, truck terminals, railheads, beachheads, airfields, ports, and inland waterway terminals. The senior 88N supervises cargo documentation and movement control units for all TRANS modes; formulates

and reviews documentation on technical traffic management functions; devises and reviews movement programs for logistical support functions in a theater of OPS; serves as the TRANS liaison between other military services, commercial agencies, and host nation support elements; reviews DOD contracts and agreements with host nations; verifies the accuracy of movement control documents; performs as staff NCO in military traffic management agencies; monitors QCs that ensure commercial TRANS services meet contractual obligations; monitors and documents all customs discrepancies and reports them to appropriate authorities; ensures allocation of transport capability is appropriate to accomplish each mission in a cost-effective manner; serves as the primary operator of Standard Army Management Information Systems critical to moving the Army. The 88N Sergeant First Class also serves as a contracting officers' representative.

(1) An 88N may possess the listed SQIs:

- (a) B - Inspector General NCO.
- (b) G - Ranger.
- (c) L - Linguist.
- (d) M - 1SG.
- (e) N - Joint Planner.
- (f) P - Parachutist.
- (g) Q - EOA.
- (h) S - SO Support Personnel.
- (i) T - 1st SFOD-D Unit Operator.
- (j) U - 75th Ranger Regiment Leader.
- (k) V - Ranger Parachutist.
- (l) X - Drill Sergeant.
- (m) Y -AIT platoon sergeant.
- (n) 2 - Training Developer.
- (o) 4 - Non-career recruiter.
- (p) 6 -Mobilization and Demobilization OPS.
- (q) 7 - Attaché.
- (r) 8 - Instructor.

(2) An 88N may possess the listed ASIs:

- (a) P5 - Master Fitness Trainer.
- (b) Y9 - WTU, Community Based WTU SL, and/or platoon sergeant.
- (c) 1B - SHARP.
- (d) 2S - Battle Staff.
- (e) 3C - OCS.
- (f) 8R - Master Resilience Trainer

b. *Prerequisites.* See DA Pam 611-21 for details.

c. *Goals for development.*

(1) Private E-1: specialist/corporal.

(a) *Institutional Training.* Transportation Management Coordinator Course. Basic Leader Course (BLC).

(b) *Operational assignments.* The focus during the early years should be geared toward building a strong base of technical expertise in basic MOS skills and common Soldier tasks. Soldiers should seek assignments that will allow them to use the knowledge gained in the training base. All assignments at this level should be MOS related, that is, TRANS Management Coordinator or Movements Specialist.

(c) *Promotion indicators.*

1. Exceeded course standards (Honor Graduate, Commandant's List, and so forth).
2. Maintained high physical fitness standards through award of the Army Physical Fitness

Badge and also showed consistent compliance with height and weight standards.

3. Consistently pursued education through military courses and civilian educational opportunities.

4. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(d) Attributes must reflect:

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) Self-development. For additional information on self-development, see paragraph 26–3. Begin AA or AS Civilian education degree.

(f) Additional training. Functional training includes Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP), Global Air Trans Execution System (GATES). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88N on ACT for more information.

(g) Special assignments. Special assignments for 88N Soldiers include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(2) Sergeant.

(a) Institutional Training. Transportation Management Coordinator Advanced Leader Course (ALC).

(b) Operational assignments. Focus on assignments that develop leadership skills and enhance technical and tactical skills. 88N NCOs are not always afforded the opportunity to serve in leadership positions. However, there are assignments that involve leadership responsibility. At this level, assignments include, TRANS Management NCO or Movements NCO. These positions are equivalent to those of a Team Leader.

(c) Promotion indicators.

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.

2. Exceeded course standards (Honor Graduate and Commandant's List).

3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed compliance with height and weight standards.

4. Consistently pursued education through military courses and civilian educational opportunities.

5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

6. Demonstrated exceptional duty performance while assigned as a TRANS Management NCO or Movements NCO.

(d) Attributes must reflect:

1. One who is culturally astute.

2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, refer to 26–3. Enroll/continue AA/AS.

(f) *Additional training.* Functional training includes Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning (ADP), and Military Standard Transportation and Movement Procedures (MILSTAMP), Global Air Trans Execution System (GATES), Basic Freight Traffic UMODP and Joint Operations Planning and Execution System (JOPES). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88N on ACT for more information.

(g) *Special assignments.* The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments for 88N NCOs include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88N NCOs may also serve as a Recruiter and/or Drill Sergeant. These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC).

(b) *Operational assignments.* Focus must be on continued development and refinement of leadership skills and tactical and technical expertise; seek to become a functional expert in your MOS. 88N NCOs are not always afforded the opportunity to serve in leadership positions. However, there are assignments that involve leadership responsibility. A position such as a Movements Supervisor, Movements NCO, or Transportation Management Supervisor is equivalent to holding a position as a section or squad leader. Seek out the tough leadership positions and excel in the performance of the duties associated with those positions. These positions offer unique opportunities in the areas of leadership and problem solving. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Operations Sergeant (40 level); Detachment Sergeant

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight

standards.

- (c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).
 - (d) Received an award for Leadership.
 - (e) Consistently pursued civilian education and earned an AA/AS degree.
 - (f) Consistently pursued military education and attended Ranger; Battle Staff; Air Assault; Airborne; JOPES (SQI N); Instructor Badge.
 - (g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.
 - (h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Movements Supervisor; Movements NCO; Transportation Management Supervisor.
 - (i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor Writer; Special Operations Command; AIT Platoon Sergeant; Drill Sergeant; Recruiter; White House Communications Agency; Defense Logistics Agency; Old Guard; Ranger Regiment; Security Force Assistance BDE (SFAB).
2. Highly qualified SSGs will have demonstrated any combination of the following:
- (a) Served successfully in positions such as Movements Supervisor; Movements NCO; Transportation Management Supervisor (equivalent to a section or squad leader).
 - (b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.
 - (c) Exceeded ALC course standards (Commandant's List).
 - (d) Consistently pursued civilian education and earned credit hours towards a degree.
 - (e) Consistently pursued military education and attended courses such as TC-AIMS II; GATES; ICODES; HAZMAT; UMODPC; MRT; MFT.
 - (f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Movements Supervisor; Movements NCO; Transportation Management Supervisor
 - (g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as ALC SGL; Instructor Writer; Special Operations Command; AIT Platoon Sergeant; Drill Sergeant; Recruiter; White House Communications Agency; Defense Logistics Agency; Old Guard; Ranger Regiment; Security Force Assistance BDE (SFAB).
- (d) *Attributes must reflect:*
- 1. One who is culturally astute.
 - 2. Agility.
 - 3. Adaptability.
 - 4. Resiliency.
- (e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue AA/AS.
- (f) *Additional training.* Functional training includes Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), ICODES, ADP, and Military Standard Transportation and Movement Procedures (MILSTAMP), Global Air Trans Execution System (GATES), Basic Freight Traffic, UMODP, and JOPES. Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88N on ACT for more information.
- (g) *Special assignments.* The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. Soldiers assigned to these commands could have longer

than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments for 88N NCOs include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88N NCOs may also be assigned as Instructor, Drill Sergeant, AIT PSG, ALC SGL, Defense Logistics Agency, USTRANSCOM, and Recruiter. These positions should be considered as career enhancing assignments. See Professional Development Model (PDM) for 88N on ACT for more information.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(4) Sergeant first class.

(a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).

(b) *Operational assignments.* Continue to seek out the leadership positions. 88N NCOs are not always afforded the opportunity to serve in leadership positions. However, there are assignments that involve leadership responsibility. An 88N Sergeant First Class may be assigned as a Senior Movements NCO, Staff Movements NCO, Transportation Logistics NCO, Chief Movements Supervisor, Senior Trans NCO (DLA), Senior OPS NCO (WHTA), OPS SGT. These positions are equivalent to those of a platoon sergeant. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as First Sergeant; Operations Sergeant (50 level); Senior Movements NCO (Detachment Sergeant).

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned a BA/BS degree.

(f) Consistently pursued military education and attended Ranger; Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; JOPES (SQI N); SEJPME I; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Senior Movements NCO; Staff Movements NCO; Trans Logistics NCO; Chief Movements Supervisor.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Instructor Writer; White House Transportation Agency; Special Operations Command; Theater Special

Operations Command; Defense Logistics Agency; Inspector General NCO; Training With Industry; Equal Opportunity Advisor; Career Advisor (HRC); Career Management NCO (Transportation Corps Proponent); Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB); SARC (SDDC BDE).

2. Highly qualified SFCs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Senior Movements NCO; Staff Movements NCO; Trans Logistics NCO; Chief Movements Supervisor.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded SLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned an AA/AS degree.

(e) Consistently pursued military education and attended courses such as TC-AIMS II; GATES; ICODES; HAZMAT; UMODPC; MRT, MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Senior Movements NCO; Staff Movements NCO; Trans Logistics NCO; Chief Movements Supervisor.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Instructor Writer; White House Transportation Agency; Special Operations Command; Theater Special Operations Command; Defense Logistics Agency; Inspector General NCO; Training With Industry; Equal Opportunity Advisor; Career Advisor (HRC); Career Management NCO (Transportation Corps Proponent); Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB); SARC (SDDC BDE).

(d) *Attributes must reflect:*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Complete AA or AS degree. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree

(f) *Additional training.* Functional training includes Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), ICODES, ADP, and Military Standard Transportation and Movement Procedures (MILSTAMP), Global Air Trans Execution System (GATES), Basic Freight Traffic, UMODP, and JOPEs. Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88N on ACT for more information.

(g) *Special assignments.* The White House Transportation Agency (WHTA) WHTA provides 24-hour TRANS and cargo support services to the First Family, White House staff, and official visitors of the First Family in the Washington DC area; assists with worldwide TRANS support for presidential motorcades and presidential travel as directed by the White House Military Office (WHMO).; supervises and assists with the TRANS of Presidential gift trunks. The White House Communications Agency (WHCA). WHCA provides TRANS and logistical support of both personnel and highly sensitive communications equipment on short notice in direct support to the White House in support of the President, Vice President, and First Lady of the United States. Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments for 88N NCOs include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint

Special Operations Command (JSOC), and United States Army Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. 88N NCOs may also be assigned as EOA, Training With Industry, NATO, Drill Sergeant, Recruiter, Instructor, Career Advisor (HRC), AIT PSG, SLC SGL, Observer Controller, Training Developer, DLA, USTRANSCOM and Career Management NCO. These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(5) *Master sergeant and command sergeant.* See paragraph 26-25(c).

Chapter 17. Military occupational specialty 88N professional development model

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

Chapter 18. Military occupational specialty 88N Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of transportation operations. The RC represents a substantial portion of the overall TC structure and capability. The Transportation Commandant requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters.

Chapter 19. Military occupational specialty 88U railway specialist (Reserve Component)

a. *Major duties.* The Railway Specialist provides rail network capability and infrastructure assessments. Performs and assists with rail planning. Coordinates the use of Host nation or contracted rail assets. Performs Contracting Officer's Representative (COR) duties to oversee contracts.

(1) An 88U may possess the listed SQI:

(a) B - Inspector General NCO.

(b) G - Ranger.

(c) L - Linguist.

(d) M - 1SG.

(e) N - Joint Planner.

(f) P - Parachutist.

(g) Q - EOA.

(h) S - SO Support Personnel.

(i) T - 1st SFOD-D unit operator.

(j) U - 75th Ranger Regiment Leader.

(k) V - Ranger Parachutist.

(l) X - Drill SGT.

(m) Y -AIT platoon SGT.

(n) 2 - Training developer.

(o) 4 - Non-career recruiter.

(p) 6 - Mobilization and demobilization OPS.

(q) 7 - Attaché.

- (r) 8 - Instructor.
- (2) An 88U may possess the listed ASI:
 - (a) P5 - Master Fitness Trainer.
 - (b) Y9 - WTU, Community Based WTU SL, and/or platoon sergeant.
 - (c) 1B - SHARP.
 - (d) 2S - Battle Staff.
 - (e) 3C – Operational Contract Support.
 - (f) 8R - Master Resilience Trainer.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.*

(1) Private E–1: Specialist and corporal.

(a) *Institutional Training.* Railway Specialist Course. Basic Leader Course (BLC).

(b) *Operational assignments.* The focus during the early years should be geared toward building a strong base of technical expertise in basic MOS skills. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills and initiative during all collective training. May serve as Railway Specialist.

(c) *Promotion indicators.* :

1. Honor Graduate and Commandant's List
2. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
3. Consistently pursued education through military courses and civilian educational opportunities.
4. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.

(d) *Attributes must reflect:*

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Begin AA/AS Civilian education degree.

(f) *Additional training.* Functional training includes Railroad track standards and maintenance training courses. Additional training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88U on ACT for more information.

(g) *Special assignments.* None.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(2) Sergeant.

(a) *Institutional Training.* Railway Specialist Advanced Leader Course (ALC).

(b) *Operational assignments.* The focus during this phase of development should be geared toward leadership refinement. Soldiers should seek greater levels of responsibility and positions, which challenge both their technical and tactical knowledge. May serve as a railway advisor.

(c) *Promotion indicators.*

1. Strong NCOERs that reflect superior performance and potential in a variety of challenging assignments.

2. Exceeded course standards (Honor Graduate and Commandant's List).
3. Maintained high physical fitness standards through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards.
4. Consistently pursued education through military courses and civilian educational opportunities.
5. Consistently demonstrated high standards of conduct and adherence to Army values on and off duty.
6. Demonstrated exceptional duty performance while assigned as a Railway Advisor.
7. Demonstrated career flexibility as shown by serving in a multimodal developmental position.

(d) *Attributes must reflect:*

1. One who is culturally astute.
2. Agility.
3. Adaptability.
4. Resiliency.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Enroll or continue AA/ AS.

(f) *Additional training.* Functional training includes railroad track standards and maintenance training courses. Additional training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE)/Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88U on ACT for more information.

(g) *Special assignments.* Drill Sergeant and Recruiter.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(3) Staff sergeant.

(a) *Institutional Training.* Transportation Deployment/Distribution Senior Leader Course (SLC). Railway Specialist Senior Leader Course (SLC).

(b) *Operational assignments.* Focus must be on continued development and refinement of leadership skills and tactical and technical expertise; seek to become a functional expert in your MOS. Seek out the tough leadership positions and excel in the performance of the duties associated with those positions. These positions offer unique opportunities in the areas of leadership and problem solving. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified SSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Senior Railway Advisor.

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded ALC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned an AA/AS degree.

(f) Consistently pursued military education and attended Battle Staff; Air Assault; Airborne; or earned the Instructor Badge.

(g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.

- (h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Railway Advisor.
- (j) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Instructor/Writer; Drill Sergeant; Recruiter.
- 2. Highly qualified SSGs will have demonstrated any combination of the following:
 - (a) Served successfully in positions such as Railway Advisor.
 - (b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.
 - (c) Exceeded ALC course standards (Commandant's List).
 - (d) Consistently pursued civilian education and earned credit hours towards a degree.
 - (e) Consistently pursued military education and attended courses such as UMODPC; ICODES; TCAIMS-II; MRT; MFT.
 - (f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Railway Advisor.
 - (g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Instructor/Writer; Drill Sergeant; Recruiter.
 - (d) *Attributes must reflect:*
 - 1. One who is culturally astute.
 - 2. Agility.
 - 3. Adaptability.
 - 4. Resiliency.
 - (e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue AA/AS.
 - (f) *Additional training.* Functional training includes railroad track standards and maintenance training courses. Additional training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCOG, and the Support Operations Course. Soldiers may also earn promotion points for Technical Certifications, a list of certifications is available on the COOL Web site. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88U on ACT for more information.
 - (g) *Special assignments.* Recruiter, Drill Sergeant, SHARP, Career Counselor.
 - (h) Army career degrees. See SOCAD Army Degree Program.
 - (i) GI Jobs. N/A.

(4) Sergeant first class.

- (a) *Institutional Training.* Master Leader Course (MLC). Senior Enlisted Joint Professional Military Education Course I (SEJPME I).
- (b) *Operational assignments.* Continue to seek out the leadership positions. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified SFCs for the next higher grade:
- (c) *Promotion indicators.*
 - 1. Most qualified SFCs will have demonstrated any combination of the following:
 - (a) Served successfully in positions of greater responsibility such as Rail Operations Sergeant (88Z50).
 - (b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight

standards.

- (c) Exceeded SLC course standards (Distinguished Honor/Honor Graduate).
 - (d) Received an award for Leadership.
 - (e) Consistently pursued civilian education and earned a BA/BS degree.
 - (f) Consistently pursued military education and attended Battle Staff NCO; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; EOL; SHARP; SEJPME I; or earned the Instructor Badge.
 - (g) Become a member of the SGT Audie Murphy/Sergeant Morales Club; recognized as NCO of the Quarter/Year; Instructor of the Year; Transportation Corps NCO of the Year; awarded the Military Order of Saint Christopher.
 - (h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Senior Railway Advisor.
 - (i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; SARC; EOA.
2. Highly qualified SFCs will have demonstrated any combination of the following:
- (a) Served successfully in positions such as Senior Railway Advisor.
 - (b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.
 - (c) Exceeded SLC course standards (Commandant's List).
 - (d) Consistently pursued civilian education and earned an AA/AS degree.
 - (e) Consistently pursued military education and attended courses such as UMODPC; ICODES; TCAIMS-II; MRT; MFT.
 - (f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Senior Railway Advisor.
 - (g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; SARC; EOA.
 - (d) *Attributes must reflect:*
 - 1. One who is culturally astute.
 - 2. Agility.
 - 3. Adaptability.
 - 4. Resiliency.
 - (e) *Self-development.* For additional information on self-development, see paragraph 26–3. Complete AA or AS degree. The completion of an AA/AS conveys initiative and potential. Begin BA/BS degree.
 - (f) *Additional training.* Functional training includes railroad track standards and maintenance training courses. Additional training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional however important training includes BSNCO, and the Support Operations Course. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88U on ACT for more information.
 - (g) *Special assignments.* Recruiter.
 - (h) Army career degrees. See SOCAD Army Degree Program.
 - (i) GI Jobs. N/A.
 - (j) *Master sergeant/first sergeant.* See paragraph 26-25(c).

Chapter 24. Military occupational specialty 88U professional development model

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

Chapter 25. Military occupational specialty 88Z transportation senior sergeant

a. Major duties. The TRANS senior SGT plans, directs, and controls movement OPS and service support for freight, personnel, and cargo by all TRANS modes. Manages and coordinates the operation and maintenance of Army watercraft. As the Rail OPS NCO, provides direct assistance and advice related to Host Nation (HN) rail infrastructure and the employment of HN assets in support of nation building and military OPS; coordinates and communicate with the HN, supported unit, or contracted entity to facilitate rail OPS. Assists in the coordination and implementation of OPS, administration, training programs, and communication activities. Accounts for location, employment, and deployment of organic operating equipment and maintenance activities. Consolidates, prepares, reviews, and processes regular and special reports of command TRANS and watercraft activities. Serves as the principal NCO associated with SQI M in transportation companies. Multimodal expert charged with knowing the TRANS capabilities, requirements, and culture of ground, air, waterway, and rail movement OPS. Advises military and DOD civilians concerning the selection of sites for depots, truck terminals, railheads, beachheads, airfields, ports, and inland waterway terminals. Monitors Standard Army Management Information Systems activity at the strategic deployment level to direct and sustain in-transit visibility of shipments. Additionally responsible for facilitating and coaching unit activities through the Reception, Staging, Onward Movement and Integration process at the theater level. The 88Z (Master Sergeant and Sergeant Major) also serves as a Contracting Officers Representative.

- (1) An 88Z may possess the listed SQIs:
 - (a) B - Inspector General NCO.
 - (b) G - Ranger.
 - (c) L - Linguist.
 - (d) M - 1SG.
 - (e) N - Joint Planner.
 - (f) P - Parachutist.
 - (g) Q - EOA.
 - (h) S - SO Support Personnel.
 - (i) T - 1st SFOD-D Unit Operator.
 - (j) U - 75th Ranger Regiment Leader.
 - (k) V - Ranger Parachutist.
 - (l) X -drill sergeant.
 - (m) 2 - Training Developer.
 - (n) 4 - Non-career recruiter.
 - (o) 6 - Mobilization and Demobilization AHRC OPS.
 - (p) 7 - Attaché.
 - (q) 8 - Instructor.
- (2) An 88Z may possess the listed ASIs:
 - (a) P5 - Master Fitness Trainer.
 - (b) Y9 - WTU, Community Based WTU SL, and/or platoon sergeant.
 - (c) 1B - SHARP.
 - (d) 2S - Battle Staff.
 - (e) 3C - OCS.
 - (f) 6C - BN Level CSM Experience.
 - (g) 6S - Initial Level SGM Experience.
 - (h) 7C - BDE Level CSM Experience.
 - (i) 7S - Primary Level SGM Experience.
 - (j) 8C - General Officer Level 1 CSM Experience.

(k) 8L - Master Resilience Trainer-Primary Instructor.

(l) 8S - Senior Level 1 SGM Experience.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.*

(1) Master sergeant and first sergeant.

(a) *Institutional Training.* U.S. Army Sergeants Major Course (SMC). Senior Enlisted Joint Professional Military Education I and II (SEJPME I and II).

(b) *Operational assignments.* The critical assignment for a Master Sergeant is First Sergeant of which the Regiment recommends a minimum time of 24 months' time served as a First Sergeant. NCOs who have served successfully and frequently in tough leadership positions are considered more competitive for promotion than those who have not. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most and highly qualified MSGs for the next higher grade:

(c) *Promotion indicators.*

1. Most qualified MSGs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Operations SGM; Senior Transportation Supervisor (60 level); First Sergeant

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded MLC course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned a MA/MS degree.

(f) Consistently pursued military education and attended Battle Staff; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SEJPME I and II; JOPES (SQI N); Joint Logistics Course; or earned the Instructor Badge.

(g) Instructor of the Year; awarded the Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as First Sergeant; Operations Sergeant in a BN or BDE; Senior Truckmaster.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Equal Opportunity Advisor; Chief Instructor Writer; Inspector General NCOIC; NATO (SA Operations).

2. Highly qualified MSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as Transportation Supervisor; Operations Sergeant; Senior Truckmaster.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded MLC course standards (Commandant's List).

(d) Consistently pursued civilian education and earned a BA/BS degree.

(e) Consistently pursued military education and attended courses such as MLC; MRT; SHARP; EOL; MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as First Sergeant; Operations Sergeant in a BN or BDE; Senior Truckmaster.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Equal Opportunity Advisor; Chief Instructor Writer; Inspector General NCOIC; NATO (SA Operations).

(d) *Attributes must reflect:*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

5. Develop Leaders and Develop as a Leader.

(e) *Self-development.* For additional information on self-development, see paragraph 26–3. Continue BA/BS.

(f) *Additional training.* Additional training includes TCAIMS II, (The Transportation Coordinators'-Automated Information for Movements System II) Integrated Data Environment (IDE) and/or Global Transportation Network (GTN) Convergence (IGC), ICODES, Air Deployment Planning, and Military Standard Transportation and Movement Procedures (MILSTAMP). Other training includes Technical TRANS of HAZMAT (CERT). Other nonfunctional; however important training includes BSNCOG, and the Support Operations Course, How the Army Runs Course, JOPEs. Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Web site. See Professional Development Model (PDM) for 88Z on ACT for more information.

(g) *Special assignments.* The White House Transportation Agency (WHTA). WHTA provides 24-hour TRANS and cargo support services to the First Family, White House staff, and official visitors of the First Family in the Washington DC area; assists with worldwide TRANS support for presidential motorcades and presidential travel as directed by the White House Military Office (WHMO).; supervises and assists with the TRANS of Presidential gift trunks. Soldiers assigned to this command could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Special assignments for 88Z NCOs also include but are not limited to Special Operations Command (SOCOM), Theater Special Operations Command (TSOC), Joint Special Operations Command (JSOC), and United States Army Special Operations Command (USASOC). There are numerous assignment opportunities within USASOC to include 1st Special Forces Command (SFC), United States Army JFK Special Warfare Center and School (USAJFKSWCS), Army Special Operations Aviation Command (ARSOAC), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and Special Mission Units (SMU). Soldiers assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments. Other special assignments include Senior Career Advisor (HRC), and Inspector General NCO. Instructor, NATO, Observer Controller/Trainer, Chief, SLC Branch. These positions should be considered as career enhancing assignments.

(h) Army career degrees. See SOCAD Army Degree Program.

(i) GI Jobs. N/A.

(2) Sergeant major and command sergeant major.

(a) *Institutional Training.* Executive Leader Course (ELC). Senior Enlisted Joint Professional Military Education I and II (SEJPME I and II).

(b) *Operational assignments.* Command Sergeant Major, Operations Sergeant Major, Senior Transportation Supervisor.

(c) *Promotion indicators.*

1. Most qualified SGM/CSMs will have demonstrated any combination of the following:

(a) Served successfully in positions of greater responsibility such as Command Sergeant Major; Proponent Sergeant Major; Transportations School Sergeant Major; White House Transportation Sergeant Major; MTOC SGM; USASMA Instructor; SCOE Log Pro SGM.

(b) Maintained high physical fitness standards by scoring 270 or above on the APFT or received the Army Physical Fitness Badge. Also showed compliance with height and weight standards.

(c) Exceeded USASMA course standards (Distinguished Honor/Honor Graduate).

(d) Received an award for Leadership.

(e) Consistently pursued civilian education and earned a MA/MS degree.

(f) Consistently pursued military education and attended Battle Staff; Support Operations

Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SEJPME I and II; JOPES (SQI N); Joint Logistics Course.

(g) Military Order of Saint Christopher.

(h) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Command Sergeant Major; BN SGM (SDDC); DTO SGM, CTO SGM; Operations Sergeant Major.

(i) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Proponent Sergeant Major; Transportations School Sergeant Major; Assistant Inspector General SGM (SDDC); White House Transportation Sergeant Major.

2. Highly qualified MSGs will have demonstrated any combination of the following:

(a) Served successfully in positions such as BN SGM (SDDC); Senior Transportation Supervisor; DTO SGM.

(b) Maintained high physical fitness standards by scoring 250-269 on the APFT. Also showed compliance with height and weight standards.

(c) Exceeded USASMA course standards (Commandant's List).

(d) Consistently pursued civilian education and earned a BA/BS degree.

(e) Consistently pursued military education and attended courses such as MRT; SHARP; EOL; MFT.

(f) Demonstrated exceptional duty performance while assigned in Key Developmental positions such as Command Sergeant Major; BN SGM (SDDC); DTO SGM, CTO SGM; Operations Sergeant Major.

(g) Demonstrated exceptional duty performance while assigned in Broadening Assignments such as Proponent Sergeant Major; Transportations School Sergeant Major; Assistant Inspector General SGM (SDDC); White House Transportation Sergeant Major; USASMA Instructor.

(d) *Attributes must reflect:*

1. One who is culturally astute.

2. Agility.

3. Adaptability.

4. Resiliency.

5. Develop Leaders and Develop as a Leader.

(e) *Self-development.* Although not a requirement for promotion to Sergeant Major, the Regiment recommends for promotion to Sergeant Major selectees who have completed a 4-year degree as this is indicative of initiative and potential. The Sergeant Major should enroll in a graduate program after completion of a BA/BS degree.

(f) *Additional training.* Soldiers may also earn Technical Certifications, a list of certifications is available on the COOL Website. See Professional Development Model (PDM) for 88Z on ACT.

(g) *Special assignments.* Such assignments are in either the generating force or operational force:

1. Proponent Sergeant Major and/or Senior Career Management Sergeant Major. Serves as the Directorate Sergeant Major responsible for managing personnel Proponency issues for over 58,100 TC enlisted Soldiers; formulates plans, policies, and programs pertaining to force structure, acquisition, training, distribution, sustainment, deployment, and separation of enlisted Soldiers for the Chief of Transportation (COT); coordinates with HQDA and major commands to achieve proponent objectives; serves as enlisted advisor to the Director, Office of the Chief of Transportation (OCOT), Regimental Command Sergeant Major and the Chief of Transportation.

2. TRANS School SGM. The TRANS School SGM is responsible for IET, leadership development, and functional instruction of 88M, 88N, 88H, 88K, 88L, 88U and TC Officer and/or Warrant Officer Courses totaling over 16,500 students of all Services and allied nations involved in tactical, operation and strategic TRANS, and force protection.

3. Assistant inspector general Sergeant Major, (HQ, SDDC). Fact finders who use training,

inspections, staff and/or unit assist visits, as well as investigation as their primary tool to assist leadership, staff, or the field.

4. USASMA SGL, USASMA instructor/writer. The Regiment recommends favorable consideration to those who serve or have served in the aforementioned positions 12 months or longer and performed duties in an exemplary manner.

5. The White House Transportation Agency (WHTA) WHTA provides 24-hour TRANS and cargo support services to the First Family, White House staff, and official visitors of the First Family in the Washington DC area; assists with worldwide TRANS support for presidential motorcades and presidential travel as directed by the White House Military Office (WHMO); supervises and assists with the trans of Presidential gift trunks. NCOs assigned to these commands could have longer than normal utilization tours due to mission and training requirements. These positions should be considered as career enhancing assignments.

(g) Army career degrees. See SOCAD Army Degree Program.

(h) GI Jobs. N/A.

Chapter 26. Military occupational specialty 88Z professional development model

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

Chapter 27. Military occupational specialty 88Z Reserve Component

The integration of the RC within the TC is essential to the successful accomplishment of transportation operations. The RC represents a substantial portion of the overall TC structure and capability. The Transportation Commandant requires all NCOs to meet one standard in terms of schooling and operational assignments. An additional role found within the ARNG is the performance of state missions during times of emergencies and/or natural disasters.