## 27D Talent Development Model

### Years of Service

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<thead>
<tr>
<th>Years of Service</th>
<th>2</th>
<th>4</th>
<th>6</th>
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<th>26</th>
<th>28</th>
<th>30</th>
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</thead>
<tbody>
<tr>
<td>Key Leadership Position</td>
<td>Bde Paralegal NCO Section Paralegal NCO</td>
<td>Support Bde Paralegal NCOIC</td>
<td>Senior Paralegal NCO, BCT</td>
<td>Senior Paralegal NCO, SOF</td>
<td>Senior Court Reporter</td>
<td>Senior Paralegal NCO, Installation</td>
<td>Senior Paralegal NCO, JSA/CJA</td>
<td>Operational Law NCO</td>
<td>Senior MJ Ops NCO, Chief Paralegal NCO, Installation/ESC/TSC/AAMDC/DIVISION/ASC</td>
<td>Chief Paralegal NCO, Bde</td>
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<td>MQ rating and highly numerated ranking</td>
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### Military/Civilian Education

- **DLC 1**: BLC, IPC 1, ALC
- **DLC 2**: IPC 2, SLC
- **DLC 3**: MLC
- **DLC 4**: SMC
- **DLC 5**: NLC
- **DLC 6**: Associate's Degree, Bachelor's Degree, Master's Degree

### Key Development

- AIT Instructor
- ALC Small Group Leader
- Court Reporter
- Instructor
- Special Victim Prosecutor NCO
- AIT Instructor
- Small Group Leader-NCOA
- Senior Small Group Leader-NCOA
- Criminal Law Operations/Special Victim
- Prosecutor NCO Manager-OTJAG
- Developer/Writer
- Senior Paralegal NCO-OC/T
- Senior Paralegal NCO-Security Force Assistance Brigade

### Broadening Opportunities

- Drill Sergeant, Recruiter, AIT Platoon Sergeant
- Senior Professional Development NCO-OTJAG
- Director, Quality Assurance Office-USASMA USASMA Instructor BN/BDE CSM

### Military Training

- Airborne
- Court Reporter
- Battle Staff

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**Key and developmental billets and assignments:** Operational or institutional MOS and CMF positions, identified by a respective proponent as required to develop critical technical and leadership skills and experience that provide the greatest potential for advancement.

**Broadening billets and assignments:** Operational or institutional positions in a command or agency where duties are outside of one's MOS or CMF, or duties are at the operational or strategic levels. These assignments offer a purposeful expansion of an NCO's core MOS proficiency and leadership, resulting in agile and adaptive leaders capable of operating in complex environments. Broadening opportunities are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing global environments.