








27D Talent Development Model

Years of Service 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

								
Key Leadership Position MQ rating and highly numerated ranking	Bde Paralegal NCO Section Paralegal NCO		Support Bde Paralegal NCOIC Section Paralegal NCOIC	Senior Paralegal NCO, BCT Senior Paralegal NCO, SOF Senior Court Reporter Senior Paralegal NCO, Installation Senior Paralegal NCO, SJA/CJA Operational Law NCO		Senior MJ Ops NCO Chief Paralegal NCO, Installation/ESC/TSC/ AAMDC/Division/ASCC Chief Paralegal NCO, Bde	Command Paralegal NCO, Division/Corps/ASCC/ACOM	
Military/Civilian Education	DLC 1 BLC	DLC 2 IPC 1 ALC	DLC 3 IPC 2 SLC Associate's Degree	DLC 4 MLC	DLC 5 SMC Bachelor's Degree	DLC 6 NLC 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 Court Reporter Instructor Criminal Law Operations/Special Victim Prosecutor NCO Manager-OTJAG Developer/Writer Senior Paralegal NCO- OC/T Senior Paralegal NCO-Security Force Assistance Brigade		1SG-27D AIT 1SG-27D NCOA 1SG-TJAGLCS Student Detachment 1SG-Direct Commission Course AIT Course Director	Regimental CSM TJAGLCS CSM Proponency SGM		
Broadening Opportunities	Drill Sergeant, Recruiter, AIT Platoon Sergeant			Professional Development NCO-HRC Assistant Inspector General	Senior Professional Development NCO-OTJAG	Director, Quality Assurance Office-USASMA USASMA Instructor BN/BDE CSM		
Military Training	Airborne							
	Court Reporter				Battle Staff			

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.