

Special Forces (CMF 18) Career Progression Plan

Chapter 1. Duties Special Forces

The CMF 18, the Special Forces (SF) contingent of the Army's Special Operations Forces (ARSOF) employs SOF during peacetime, conflict, and war in support of Theater Commanders. Special Forces conducts Special Operations by executing their nine primary tasks: Unconventional Warfare (UW), Foreign Internal Defense (FID), Security Force Assistance (SFA), Counter-insurgency (COIN), Direct Action (DA), Special Reconnaissance (SR), Counter-terrorism (CT), Information Operations (IO), and Counter Proliferation (CP). Additionally, Special Forces Soldiers conduct mission related collateral activities, which include support to coalition operations, personnel recovery in support of combat search and rescue, non-combatant evacuation operations, counter-drug operations, counter-mine operations, security assistance, and humanitarian assistance. Special Forces operations are inherently joint and sometimes multinational, requiring interagency and international coordination. Special Forces project combat power and are typically deployed as small combat maneuver units in permissive, uncertain, and hostile areas far from logistics support bases, in support of theater operations which often involve serious geopolitical implications. In their doctrinal role as Unconventional Warriors, SF operations are often conducted with and through "surrogate" or "third party" forces. For more information about SF doctrine refer to FM 3-18.

Chapter 2. Transformation

The unique skills of Special Forces NCOs are more relevant in today's global environment than ever before. As the Operational SF Groups transform to provide improved operational and logistical support to the Operational Detachments in the field, they will be empowered to accomplish more than ever before. Every SF NCO must continue to adapt to ever-changing situations by using the cutting-edge technology and systems being developed and fielded at an unprecedented pace, while maintaining the ability to be operationally effective in their absence. SF Soldiers will continue to be deployed in small elements, in uncertain and austere environments, while tasked to conduct operations with geopolitical implications. They must be fully versed and competent in the latest tactics, techniques, and procedures while adapting them to the situation they are facing to ensure mission success. They must be knowledgeable of the other units and services in order to achieve a synergistic effect on the battlefield. Foremost, they must continue to be a leader, capable of honorably accomplishing any mission assigned to them.

Chapter 3. Recommend Career Management Self-Development by Rank

a. General Information.

(1) In accordance with ALARACT 288/2010 Structured Self-Development (SSD): Implementation Policy SSD I. Structured Self-Development (SSD) is an educational program phased into the Army consisting of a mandatory, web-based learning program designed to work in conjunction with Noncommissioned Officer Education System (NCOES). NCOES has since changed to the Noncommissioned Officer Professional Development System (NCOPDS). SSD has since changed to the Distributed Leader Course (DLC). It consists of five levels that Soldiers are required to complete by specified points in their career. DLC is an individual responsibility executed at a Soldier's pace and through Army Career Tracker (ACT) with the first line leader supervision. Soldiers who have already completed required resident NCOPDS courses will be "grandfathered" into the system and exempted from having to complete lower levels of DLC. However, they will be required to enroll in the program at the requisite level of DLC that corresponds with their current rank. Completion of each level becomes a prerequisite for consideration for promotion and attendance at the next NCOPDS course. Self-registration for DLC is accomplished through the Army Training Requirements and Resources System

(ATRRS) self-registration portal. After self-registration, DLC Modules are accessed through Army Knowledge Online (AKO) under the Self-Service Tab "My Training". ALMS DLC Courses can be combined with college level courses to put a Soldier on an educational path to obtain a Bachelor's Degree. Contact the Education Office for information and enrollment in the college courses in conjunction with DLC. DLC Implementation is as follows:

(a) DLC Level 1. Effective March 2016, DLC (SSD) level 1 is a prerequisite for consideration to SGT and to attend the Basic Leader Course (BLC).

(b) DLC level 2. Effective March 2016, DLC (SSD) level 2 is a prerequisite for consideration to SSG and to attend the Advance Leaders Course (ALC).

(c) DLC level 3. Effective March 2016, DLC (SSD) level 3 is a prerequisite for consideration for SFC and to attend the Senior Leader Course (SLC).

(d) DLC level 4. Effective March 2016, DLC (SSD) level 4 is a prerequisite for consideration for MSG and to attend the Master Leader Course (MLC).

(e) DLC level 5. Effective March 2016, DLC (SSD) level 5 is a prerequisite for Nominative Assignments. DLC level 5 tasks are focused at nominative and joint staff levels. All E8 (P) and SGMs will be enrolled automatically into DLC level 5 upon completion of the Sergeants Major Course or its equivalent.

(2) The Army Correspondence Course Program (ACCP) provides excellent educational advancements in continued education, leadership and technical proficiency. Joint Special Operations University's (JSOU) Joint Fundamentals Course (CEP I) educates enlisted students for entry-level leadership careers in SOF. Students, from a tactical and operational perspective, will develop skills in communications, creative thinking, and ethical decision-making. Students will also analyze the history, unique function, and organization of the USSOCOM from the headquarters down to the subcomponent commands. Education opportunities can be found at the Army Continuing Education System (ACES) website. College Level Examination Program (CLEP) and the Defense Activity for Non-Traditional Education Support (DANTES) tests are other resources for converting previously acquired knowledge or training into college credit. Soldiers should also consider entering a technical program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for Technical Certifications; a list of certifications can be found on the Credentialing Opportunities On-line (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

(3) Civilian education. Any civilian education attained while in SF shows an exceptional degree of motivation, however, the absence of any such education should in no way detract from the promotion potential of an otherwise highly qualified NCO. College education is a critical piece of the self-development program and Special Forces Soldiers should plan their college program around a degree that relates to their MOS using information provided on the Service-member Opportunity Colleges Army Degree (SOCAD) website. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online. The desired fields of study for Special Forces should include, but are not limited to the following; (18B) BS Management Studies, (18C) AA and BS Management Studies, (18D) BS Emergency Medical Care, (18E) AA and BS Computer Studies AA and BS Management Studies, (18F) BS Management Studies, (18Z) BS Management Studies, Computer Science, International Studies, and Emergency Management. While civilian education is important, the greatest single determining factor of promotion should be Operational experience and performance.

(4) Language training and regional orientation. Language is an instrumental key for success as a CMF18 Soldier. Completion of the Special Operations Language Training (SOLT) is required for initial award of the CMF18 MOS with a score of 1+ on the OPI in the SFQC. One should consistently strive to better and perfect their target language throughout the duration of their career. SF NCO's should maintain a minimum Foreign Language Proficiency Rating (FLPR) of

1/1 or higher on the Defense Language Proficiency Test (DLPT) and/or Oral Proficiency Interview (OPI) annually. The testing date should be within 1-year of the last test taken to be considered current. If the DLPT and OPI are both taken for the same language, then the FLPR given for both will be reflected on the individuals ERB under the same language with the testing dates for each; however only one of those scores (the higher of the two) needs to be recognized to reflect the higher score. Example: An individual can have a 0+/1 on the DLPT for a language which is not meeting the USASOC and 1SFC (A) standard of 1/1, but have a 1+ on the OPI for the same language which exceeds those standards, giving the individual a 1+ score. SF units are regionally oriented to ensure they have the resident skills and cultural understanding necessary to communicate with and influence their foreign counterparts. Based on the advance mission requirements of the SFODE/SFODG, they require a FLPR of 2/2 or higher on the DLPT/OPI based on their unique mission requirements.

(5) Active Duty Component ASIs associated with CMF 18: Q5 SF Combat Diving Medical Tech (18D only); S6 SF Combat Diving Supervisor; W3 SF Sniper; W7 SF Underwater Operations; W8 SF Military Free-Fall; 5W Jumpmaster; F7 Pathfinder; and 1G JTAC. Note: CMF 18 SMUs are required to complete non-ASI producing advanced skills courses such as Operator's Training Course (OTC), National Interagency/Intergovernmental Course, and Advanced SIGINT unique to their mission.

(6) Active Duty Component SQIs associated with CMF 18: W Special Forces Advance Reconnaissance, Target-Analysis, and Exploitation Techniques; H Instructor (0609); 8 Instructor (0504); 4 Non-Career Recruiter; M 1SG; N Joint Planner; P Parachutist; X Drill Sergeant; V Airborne Ranger; and T SFOD-D Unit Operator.

(7) Physical fitness. All Special Forces NCOs should strive to sustain an excellent degree of physical fitness throughout their entire career. This level of fitness directly correlates to the SF Soldier's combative skills. All Special Forces NCOs must meet height/weight requirement IAW AR 600-9 and should maintain a minimum of 240 APFT score (80 percent in each event).

b. *Staff Sergeant (SSG).*

(1) The quality and success of a SSG's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. SSGs who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use.

(2) SSGs should study and master the following military publications: ADP 3-05, AR 600-8-19, AR 670-1, ATP 3-05.1 C1, ATP 3-05.2, ATP 3-05.20, ATP 3-05.68, ATP 3-18.10, ATP 3-18.13, ATP 3-18.14, ATP 3-18.72, ATP 3-21.8, ATP 3-76, ATP 4-02.43, FM 101-5-1, FM 27-10, FM 3-05, FM 3-05.212, FM 3-06, FM 3-07, FM 3-18, FM 3-22.9, FM 3-24, FM 6-22, GTA 31-01-003, GTA 31-02-001, JP 3-05, STP 21-24-SMCT, STP 31-18B34-SM-TG, STP 31-18C34-SM-TG, STP 31-18D34-SM-TG, STP 31-18E34-SM-TG, STP 31-18F4-SM-TG, STP 31-18-SM-TG, TC 18-01, TC 4-02.1; -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment level.

(3) The following additional books are suggested reading for self-development; continue readings on famous military leaders (for example, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); Small Unit Administration, Manual or ADP Systems, Stackpole Books; and The Noncommissioned Officers' Family Guide, Gross, Beau Lac Pub, 1985. The CSA Reading list, AKO, and Army Leadership contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SSGs willing to make the required sacrifices should seize the available opportunities. Some colleges will help Soldiers earn their Associates Degree while attending the SFQC and should plan their college program around a degree that relates to their MOS. These self-development options are based on the SSG's own desire to excel. At this stage, if they do not already have their Degree, SSGs should seek opportunities to pursue completion of an

Associate Degree, attend the Senior Leaders Course (SLC), and work to complete a Bachelor's Degree. Ample opportunities exist for Soldiers to participate in CEP-I, and various correspondence courses to accomplish individual educational objectives.

(5) SSGs are required to successfully complete BLC and ALC. Soldiers and leaders should focus upon the professional development education of the individual Soldier. A whole approach to the development of the Soldier should include high physical readiness and conditioning. While Soldiers should strive to meet, exceed and maintain a high degree of physical fitness, a physical fitness score of 240 (80 percent in each event) should be a minimum goal for all Career Management Field (CMF) 18. An APFT score of 285 (with 95 percent in each event) should be looked at as most qualified for promotion.

(6) The Highly Qualified CMF18 Active Duty Component SSGs should have a Foreign Language Proficiency Rating (FLPR) with a Defense Language Proficiency Test (DLPT), and/or Oral Proficiency Interview (OPI) of 1/1 or better, score 240 on the APFT (80 percent in each event), meet height/weight requirement IAW AR 600-9, have a DA Photo IAW AR 640-30, and have an accurate Enlisted Record Brief (ERB). The most Highly Qualified CMF18 SSGs are typically recognized on the Commandants List during NCOPDS or MOS enhancing courses.

(7) The Most Qualified CMF 18 Active Component SSGs are recommended to have at least 12 months of successful service on a Special Forces Operational Detachment Alpha (SFODA) or Special Mission Unit (SMU) with strong evaluations regarding potential and supporting enumerations. Possession of one or more of the following qualifications is highly recommended: having a Foreign Language Proficiency Rating (FLPR) with a Defense Language Proficiency Test (DLPT), and/or Oral Proficiency Interview (OPI) of 1+/1+ or better; consistently score 285 or better (95 percent in each event); a consistently strong pattern of quantifiable ratings and a consistent pattern of Senior Rater comments which clearly state strong potential to serve at the next higher grade. The Soldier should also work towards the completion of 90 semester hours, Associate Degree or higher. Striving for recognition as a Distinguished Honor Graduate, Distinguished Leadership Award, or Honor Graduate during NCOPDS or MOS enhancing courses should not go unnoticed. Consideration and recognition should be given to SSGs who have been awarded valor awards. The completion of one or more advanced skill/functional courses such as Jumpmaster, Ranger, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC formerly SOTIC 1), Special Forces Advance Reconnaissance, Target-Analysis, and Exploitation Techniques Course (SFARTAETC), Special Forces Mountaineering, Combat Diver Qualification Course (CDQC), Military Free-Fall (MFF), SMU Operator Training Course (OTC), Advanced Language Training (ATLC), Advanced Special Operations Techniques (ASOT II), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Dive Supervisor Course (CDSC), Military Free-Fall JM (MFFJM), Combat Diving Medical Technician (CDMT). Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

(8) Key and developmental positions are operational assignments of increased responsibility that best prepare Special Forces SSGs to perform the duties and handle the responsibilities of a SFC. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve 36 months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow-on assignment. The key developmental positions for CMF 18 SSGs include Junior/Senior SF Weapons Sergeant (18B), Junior/Senior SF Engineer Sergeant (18C), Junior/Senior SF Medical Sergeant (18D), Junior/Senior SF Communications Sergeant (18E), SF Assistant Operations/Intelligence Sergeant (18F), any service in a Sensitive

Activities designated position serving in the Joint, Interagency, or within a 1st SFC (A) 4th BN and any SMU position which prepares the SSGs to be qualified to perform the duties as a SFC. (9) CMF 18 Active Duty Soldiers must maintain airborne status unless not required by MTOE or TDA. Special emphasis should be placed on successfully completing Jumpmaster. CMF 18 Active Component Soldiers should maintain a DA Photo in accordance with AR 640-30.

c. *Sergeant First Class (SFC)*.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. SFCs should strive to complete a degree program or accumulate 90 semester hours of college credit towards a degree. A college degree is not required for promotion but is highly encouraged and can possibly be a deciding factor when it comes to competing for most qualified.

(2) SFCs should study and master the following military publications: ADP 3-0, ADP 3-05, ADP 4-0, ADP 5-0, ADP 7-0, AR 600-8-19, AR 670-1, ATP 3-05.2, ATP 3-05.20, ATP 3-05.60, ATP 3-05.68, ATP 3-18.10, ATP 3-18.13, ATP 3-18.14, ATP 3-18.72, ATP 3-21.8, ATP 3-76, ATP 4-02.43, DA PAM 600-25, FM 1-02, FM 27-10, FM 3-05, FM 3-05.212, FM 3-06, FM 3-07, FM 3-18, FM 3-22.9, FM 3-24, FM 6-22, GTA 31-01-003, GTA 31-02-001, JP 3-05, STP 21-24-SMCT, STP 31-18B34-SM-TG, STP 31-18C34-SM-TG, STP 31-18D34-SM-TG, STP 31-18E34-SM-TG, STP 31-18F4-SM-TG, STP 31-18-SM-TG, TC 18-01, TC 3-05.40, TC 3-21.220, TC 3-21.5, TC 3-22.20, TC 3-25.26, TC 4-02.1; -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) Upon completion of a minimum of 24 months successful assignment on a SFODA, a CMF 18 NCO may strive for consideration for selection to a Regional Support Detachment (RSD/SFODH)/Special Forces Operational Detachment Echo (SFODE) or Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG); minimum qualifications are outlined in 1st Special Forces Command (A) Policy (99-11).

(4) The following books are suggested reading for self-development: Combat Leader's Field Guide 10th Ed., Stackpole Books; Roots of Strategy, Book 2 by Picq, Clausewitz, Jomini, Stackpole Books; continue readings on famous military leaders (that is, Napoleon, Grant, Lee, Pershing, Patton, Bradley, Ridgeway, Westmoreland, and Schwarzkopf); The CSA Reading list, AKO, General Army Links, Army Leadership contains additional reading material for self-development.

(5) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SFCs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SFC should have completed 90 semester hours or an Associate Degree by 12 years Time in Service (TIS) and continue studies towards an upper level Degree. The SFC should continue to remain competent in technical fields while focusing on management and doctrinal knowledge. Completion of CEP-I and CEP-II as well as subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to a SFC.

(6) The Highly Qualified CMF18 Active Component SFC should have at least 36 months of accumulative active component service on a SFODA, SFODE, SFODG, or SMU; should have completed the Static Line Jumpmaster Course; should have an Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and or Oral Proficiency Interview (OPI) of 1/1 or higher; meet height/weight requirement IAW AR 600-9; should strive to maintain a 240 APFT score (80 percent in each event); have a quality DA Photo IAW AR 640-30; and have an accurate Enlisted Record Brief (ERB). The most Highly Qualified CMF18 SFCs are typically recognized on the Commandants List during NCOPDS or MOS enhancing courses.

(7) The Most Qualified CMF 18 Active Component SFC should have 12 months rated time as an SFODA Senior Weapons Sergeant, Senior Engineer Sergeant, Senior Medical Sergeant,

Senior Communication Sergeant, and/or Intelligence Sergeant with strong evaluations regarding potential and supporting enumerations; or be rated as a SFODA, SFODE, SFODG, or SMU Team/Operations Sergeant for no less than 12 months to gain valuable experience prior to being promoted to MSG. If that rated time as a Team/Operations Sergeant is 24 months consecutive, then that time should count as successfully rated time whether the Soldier is a SFC or a SFC (P). Possess one or more of the following qualifications, Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and/or Oral Proficiency Interview (OPI) of 1+/1+ or better. Soldier consistently scores 285 or better on the APFT (95 percent in each event). A consistently strong pattern of quantifiable ratings and a consistent pattern of Senior Rater comments which clearly state strong potential to serve at the next higher grade. Completion of 90 semester hours/Associate Degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Distinguished Leadership Award, or Honor Graduate during NCOPDS or MOS enhancing courses. Consideration and recognition should be given to SFCs who have been awarded valor awards. The completion of one or more advanced skill/functional courses such as Ranger, Special Forces Sniper Course (SFSC), Special Forces Advance Reconnaissance Course, Target-Analysis, and Exploitation Techniques Course (SFARTAETC), Special Forces Mountaineering, Combat Diver Qualification Course (CDQC), Military Free-Fall (MFF), SMU Operator's Training Course (OTC), Advance Language Training (ATLC), Advance Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Dive Supervisor Course (CDSC), Military Free-Fall JM (MFFJM), Combat Diving Medical Technician (CDMT). Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters, Multi-Purpose Canine Handlers or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

(8) The key and developmental positions are operational assignments of increased responsibility that best prepare Special Forces SFCs to perform the duties and handle the responsibilities of a MSG. The key developmental positions for CMF 18 SFC include Senior SF Weapons Sergeant (18B), Senior SF Engineer Sergeant (18C), Senior SF Medical Sergeant (18D), Senior SF Communications Sergeant (18E), and SF Intelligence Sergeant (18F), Assistant Operations/Intelligence Sergeant, and any duty within a Sensitive Activities designated position, to include the Joint Interagency, 1st SFC (A) 4th BN, and a SMU position.

(9) The quality and success of a SFC's career is in direct proportion to a consistent commitment to excellence, regardless of the mission, and the Soldier's development. SFC that are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use IOT teach, coach and mentor their Soldiers. SFC are required to successfully complete the Senior Leaders Course (SLC) and DLC level 4. Soldiers and leaders must focus upon the professional development education of the individual Soldier. A whole approach to the development of the Soldier should include high physical readiness and conditioning.

(10) CMF 18 Active Duty Soldiers must maintain airborne status unless not required by MTOE or TDA. CMF 18 Active Component Soldiers must maintain a DA Photo in accordance with AR 640-30.

d. *Master Sergeant (MSG)/First Sergeant (1SG).*

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations, civilian education, and fiercely competitive records may be considered a major

discriminator for selection to SGM. MSGs/1SGs should strive to complete a degree program (Bachelor's or Master's Degree) or accumulate 120 semester hours of college credit towards a Degree. A college degree is not required for promotion but is highly encouraged and can possibly be a deciding factor when it comes to competing for most qualified.

(2) E8's should study and master the following military publications: ADP 3-05, ADP 4-0, ADP 5-0, ADP 6-0, ADP 7-0, AR 220-1, AR 350-1, AR 600-20, AR 600-8-19, AR 601-280, AR 670-1, AR 750-1, AR 840-10, ATP 3-05.11, ATP 3-05.2, ATP 3-05.20, ATP 3-05.60, ATP 3-05.68, ATP 3-18.10, ATP 3-18.11, ATP 3-18.13, ATP 3-18.14, ATP 3-18.4, ATP 3-18.72, ATP 3-21.8, ATP 3-76, ATP 4-02.43, ATP 4-25.12, ATP 5-19, DA PAM 600-25, DA PAM 611-21, FM 1-02, FM 27-10, FM 3-05, FM 3-05.212, FM 3-05.70, FM 3-06, FM 3-07, FM 3-18, FM 3-22.9, FM 3-24, FM 3-24.2, FM 3-99, FM 6-22, FM 90-3, FM 90-5, GTA 31-01-003, GTA 31-02-001, JP 3-05, TC 18-01, TC 18-06, TC 3-05.40, TC 3-21.220, TC 3-21.5, TC 3-22.20, TC 3-25.26, TC 3-97.61, TC 4-02.1, TC 4-02.3 -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) E8s should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a senior NCO and pursue functional courses offered from various sources that will enhance their understanding of how the Army runs IOT influence and improve the Army's systems and contribute to the success of their organizations. Masters Level education such as NDU is highly encouraged and can be a deciding factor when it comes to the best qualified.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education, however, those E8s willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, an E8 should have completed 120 semester hours or a Bachelor's Degree by 17 years' Time in Service (TIS) and continue studies towards an upper level degree. The E8 should 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 MSG.

(5) The quality and success of an E8s career is in direct proportion to a consistent commitment to excellence, regardless of the mission, and the Soldiers development. E8s that are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use IOT teach, coach and mentor their Soldiers. E8s are required to complete MLC. Soldiers and leaders should focus upon the professional development education of the individual Soldier. A whole approach to the development of the Soldier should include high physical readiness and conditioning.

(6) The Highly Qualified CMF18 Active Component E8s should have a minimum of 24 months of successful active component service as the Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU. If a SFC or SFC(P) serves as a Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU; that rated time should count towards the 24 months (Time served should be consecutive). Should have completed the Static Line Jumpmaster Course and have one or more advanced skill/functional courses such as Ranger school, Special Forces Sniper Course (SFSC), Special Forces Advance Reconnaissance, Target-Analysis, and Exploitation Techniques Course(SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall (MFF), SMU Operator's Training Course (OTC), Advance Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC). Should have a Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and or Oral Proficiency Interview (OPI) of 1/1 or higher; meet height/weight requirement IAW AR 600-9; strive to maintain a 240 APFT score (80 percent in each event); have a DA Photo IAW AR 640-30; and have an accurate Enlisted Record Brief (ERB).

(7) The Most Qualified MSG should have 24 months or more of active component service as the Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU with 12 months of additional successful service as a CMF 18 HRC Branch Manager, CMF 18 Senior Career Manager/ SF Proponent, 1SG, USAJFKSWCS Chief Instructor, SMU Chief Instructor/Cadre, Combat Training Center NCO (JRTC/NTC), Advanced Skill Company (ASC) Chief Instructor, Staff (BN-Theatre), Military Assistance Training Academy (MATA) Detachment NCOIC or 1SG, and Military Science Instructor (ROTC). Possess one or more of the following qualifications, Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and/or Oral Proficiency Interview (OPI) of 1+/1+ or better. Soldier consistently scores 285 or better on the APFT (95 percent in each event). A consistently strong pattern of quantifiable ratings and a consistent pattern of Senior Rater comments which clearly state strong potential to serve at the next higher grade. Completion of 120 semester hours Bachelor's Degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Distinguished Leadership Award, or Honor Graduate during NCOPDS or MOS enhancing courses. Consideration and recognition should be given to MSGs who have been awarded valor awards. The completion of one or more advanced skill/functional courses such as Special Forces Intel Sergeant Course (SFISC), Dive Supervisor (CDSC), Free Fall JM (MFFJM), Combat Diving Medical Technician (CDMT).

(8) The key and developmental positions are ones of increased responsibility that best prepare Special Forces MSGs to perform the duties and handle the responsibilities of a SGM. The key developmental positions for CMF 18 MSGs include Special Forces Team/Operations Sergeant (SFODA, SFODE, and SFODG), 1SG or Battalion/Group S-3 at the tactical level, Sensitive Activities Operations Sergeant designated position serving in the Joint or Interagency, which prepares the MSG/1SG to perform the duties as a Special Forces SGM. Leadership assignments are the key for successful development within CMF 18. The Special Forces Enlisted Professional Development Guide stresses the importance of serving as a SFODA, SFODE, SFODG, or SMU Team/Operations Sergeant and requires this experience before being considered for Sergeant Major. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

(9) CMF 18 Active Duty Soldiers must be able to maintain airborne status unless not required by MTOE or TDA. CMF 18 Active Component Soldiers must maintain a DA Photo in accordance with AR 640-30.

e. *Sergeant Major (SGM)/Command Sergeant Major (CSM).*

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the Senior NCOs develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations, civilian education, and fiercely competitive records may be considered a major discriminator for selection to CSM. SGMs should strive to complete a degree program (Bachelor's or Master's degree) or accumulate 140 semester hours of college credit towards a degree. While any civilian education shows exceptional degree of motivation due to the austere environment and operational tempo assigned to Special Forces. A college degree is not required for promotion but is highly encouraged and can possibly be a deciding factor when it comes to competing for most qualified.

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

(3) SGMs should study and master the following military publications:

ADP 5-0, ADP 7-0, AR 220-1, AR 600-20, AR 600-8-19, AR 601-280, AR 670-1, AR 750-1, AR 840-10, DA PAM 600-25, DA PAM 611-21, FM 27-10, FM 6-22, JP 3-05, STP 21-24-SMCT, TC

3-10, TC 3-21.5, TC 3-22.20, TC 3-25.26, TC 4-02.1; -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(4) SGMs should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should continue to pursue Subject Matter Expertise in the subjects taught during JSOFSEA and/or USASMA. SGMs recognize their new role as a senior NCO and pursue functional courses offered from various sources that will enhance their understanding of how the army runs in order to influence and improve the Army's systems while contributing to the success of their organizations.

(5) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SGMs willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a SGM should have completed 120 semester hours or a Master's Degree by 25 years' Time in Service (TIS) and continue studies towards an upper level degree. The SGM 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 SGM.

(6) The quality and success of a SGM's career is in direct proportion to a consistent commitment to excellence, regardless of the mission, and the Soldiers development. SGMs that are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use in order to teach, coach and mentor their Soldiers. Soldiers and leaders must focus upon the professional development and education of the individual Soldier. A whole approach to the development of the Soldier should include high physical readiness and conditioning.

(7) The key and developmental positions are ones of increased responsibility that best prepare Special Forces SGMs to perform the duties and handle the responsibilities of a CSM. The key developmental positions for CMF 18 SGMs include Special Forces Company/SMU Troop, Battalion Operation or Group Operation SGMs at the tactical level, which prepares the SGM to perform the duties as a Special Forces CSM. Leadership assignments are key to a successful development within the CMF 18. The Special Forces Enlisted Professional Development Guide stresses the importance of serving as Company, Battalion Operation or Group Operation SGMs and recommends this experience prior to advancing to the next higher grade. There is no substitute for serving in Company, Battalion, or Group Operation SGM critical leadership positions throughout a Special Forces Soldier's career.

(8) The Highly Qualified CM18 Active Component SGMs should have at least 12 months of successful service as a Company SGM of a SFODB/SFODF/SFODH or SMU Troop. CMF18 SGMs should have at this time completed the Static Line Jumpmaster Course as well as maintain a Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and or Oral Proficiency Interview (OPI) of 1/1 or higher; meet height/weight requirement IAW AR 600-9; strive to maintain a 240 APFT score (80 percent in each event); have a DA Photo IAW AR 640-30; and have an accurate Enlisted Record Brief (ERB).

(9) The Most Qualified CMF 18 Active Component SGMs are highly recommended to have the following qualifications: have 12 months or more of successful service as the Company SGM of a SFODB/SFODF/SFODH/SMU Troop, with 12 months of additional successful service as an Operations SGM of a BN, Group or Higher-Level Headquarters. Possess one or more of the following qualifications, Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and/or Oral Proficiency Interview (OPI) of 1+/1+ or better. Soldier consistently scores 285 or better on the APFT (95 percent in each event). A consistently strong pattern of quantifiable ratings and a consistent pattern of Senior Rater comments which clearly state strong potential to serve at the next higher grade. Completion of 120 semester hours Bachelor's Degree or higher. Soldiers should strive for recognition as a Distinguished Honor

Graduate, Distinguished Leadership Award, or Honor Graduate during NCOPDS or MOS enhancing courses. Soldiers should strive for recognition as a Distinguished Honor Graduate, Distinguished Leadership Award, or Honor Graduate during NCOPDS or MOS enhancing courses. Consideration and recognition should be given to SGMs who have been awarded valor awards. The completion of one or more advanced skill/functional courses such as Ranger, Special Forces Sniper Course (SFSC), Special Forces Advance Reconnaissance, Target Analysis, and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall (MFF), SMU Operator's Training Course (OTC), Advance Language Training (ATLC), Advance Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Dive Supervisor Course (CDSC), Military Free-Fall JM (MFFJM), Combat Diving Medical Technician (CDMT). Also, special consideration should be given for those SGMs who are selected for and serve as OPSDET/BN OPS/SWCS Company SGM.

(10) CMF 18 Active Duty Soldiers must be able to maintain airborne status unless not required by MTOE or TDA. CMF 18 Active Component Soldiers should maintain a DA Photo in accordance with AR 640-30.

Chapter 4. MOS 18B, 18C, 18D, 18E, 18F Special Forces Weapons, Engineer, Medical, Communications, and Intelligence Sergeants

a. Prerequisites. For initial award of the CMF 18 MOS, see DA Pam 611–21 in the HRC Smart Book for details. SF recruits' volunteers from within the ranks of the U.S. Army as well as from among U.S. Army Initial Entry Enlistees. Upon graduation from all phases of the Special Forces Qualification Course (SFQC), Soldiers are awarded the CMF 18 MOS, promoted to the rank of SGT E–5, and awarded the Green Beret and SF Tab. Graduates will have completed, as part of the SFQC: Basic Airborne Course, BLC, ALC, Small Unit Tactics (SUT), Survival, Evasion, Resistance and Escape (SERE), MOS specific courses, CULEX and Special Operations Language Training (SOLT).

b. Major duties.

(1) MOS 18B – Special Forces Weapons Sergeant (SSG/SFC). Employs U.S. and foreign small arms, light and heavy crew served weapons, anti-aircraft and anti-armor weapons. Controls emplacement and supervises employment during tactical offensive and defensive combat operations; reads, interprets, and prepares combat orders; coordinates organic and supporting fire power; performs standard and non-standard air delivery, airborne operations, and air-ground operations; ensures collection and proper reporting of intelligence data to unit and staff sections.

(2) MOS 18C - The Special Forces Engineer Sergeant (SSG/SFC). Employs offensive/defensive combat engineer capabilities; performs and instructs in demolitions, explosives, improvised munitions, U.S. and foreign landmines, mine/countermine operations, construction, field fortification, bridging, rigging, electrical wiring, plumbing, reconnaissance, target analysis and civil action projects; instructs and performs land and water navigation duties by interpreting maps, overlays, photos, charts and using standard and nonstandard navigational techniques and equipment; proficient in sabotage operations with standard, nonstandard, and improvised munitions and explosives; plans, prepares and conducts the target analysis portion of the area study; collects and disseminates engineer intelligence data; prepares and reviews target folders; prepares and reviews target analysis folders.

(3) MOS 18D – The Special Forces Medical Sergeant (SSG/SFC). Ensures detachment medical readiness; establishes and supervises temporary, fixed and unconventional warfare medical/dental facilities to support conventional or unconventional operations with emergency, routine, and long term medical care; provides initial medical/dental screening and evaluation of allied and indigenous personnel; manages detachment, allied, or indigenous patients, administration, admission and discharge, care, laboratory and pharmacological requirements and the initiation, maintenance and transfer of records; orders, stores, catalogs, safeguards and

distributes medical/dental supplies, equipment and pharmaceuticals; supervises medical care and treatment during split detachment missions; operates combat laboratory and treats emergency and trauma patients in accordance with established surgical principles; diagnoses and treats various medical/veterinary dermatological, pediatric, infectious and obstetric conditions using appropriate medications, intravenous fluid support and physical measures; manage and supervises all aspects of deployed preventive medicine; develops and provides medical intelligence as required; in unconventional warfare environment, instructs medical personnel, manages guerilla hospital, and field evacuation nets; coordinates the operation, interaction and activities of medical/dental facilities within an area of operation; manages battalion size troop medical/dental clinic and its administrative and logistical support; establishes a base stock of medical supplies and equipment, internal or external procurement, storage, security and distribution of those items; coordinates veterinary training and support for areas requiring animal transportation or use; provides guidance and training of medical personnel and preventive medicine specialists.

(4) MOS 18E - Special Forces Communications Sergeant (SSG/SFC) provides conventional and unconventional tactical communications support during unilateral, combined, coalition, joint, interagency and multinational operations; employs SFODA communications equipment to include HF, VHF, and UHF/SHF radio communications systems to transmit and receive radio messages in voice, continuous wave, and burst radio nets; trains, advises, and supervises the installation and operation of radios, communications procedures, facsimile, wire communications and computer networks; plans, manages, and advises the commander on C4I architecture, communications matters, and communications security up to Special Forces Operation Task Force (SOTF) level; prepares communications plan and annexes; prepares Signal Operations Instructions/Communication Electronics Operations Instructions (SOI/CEOI); serves as Communications-Electronics (C-E) NCOIC for SOTF communications.

(5) MOS 18F Special Forces Intelligence Sergeant. To be considered for retraining to MOS 18F, a Soldier must hold a primary MOS in CMF 18 (18B, C, D or E). After successful completion of the Special Forces Intelligence Sergeant's Course (SFISC) all SFCs will be awarded MOS 18F, all SSGs and below will maintain their current MOS until promotion to SFC and will be awarded the MOS 18F. The Special Forces Intelligence Sergeant prepares intelligence estimate (analysis) during mission planning and preparation (isolation); employs conventional and unconventional techniques in intelligence collection and processing during unilateral, combined, coalition, joint, interagency, and multinational operations; plans, organizes, trains, advises, assists, and supervises indigenous and allied personnel on collection and processing of intelligence information; establishes intelligence nets, conducts agent handling and prepares agent reports within the operational area; capable of establishing identification through fingerprinting; processes prisoners of war; establishes security plan and performs security duties; maintains all classified documents in the operational area and establishes destruction and evacuation plans; provides area specialist assistance to U.S. Forces and outside agencies.

c. Goals for development.

(1) Assignments. The vast majority of enlisted authorizations in CMF18 are in operational assignments, (for example, SF Operational Group, Special Forces Operational Detachment Alpha (SFODA), Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE) or Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), or Special Mission Unit (SMU), with most on a SFODA/SMU Team. Special Forces NCOs will spend most of their career in these war-fighter assignments. SF NCOs, in a typical career, can expect to do a minimum of one staff rotation within an SF Operational Group (SFODB/SFODF/SFODH/BN/GP) and one TDA assignment (outside of the SF GP). Senior NCOs, serving in an Operational Group/SMU (in a staff or similar position), should avoid extended or consecutive assignments (in excess of 48 months) away from the SFODA, SFODE, SFODG, SMU Team and consecutive (back-to-back) TDA assignments away from the

Operational Group/SMU. It is not uncommon for a SF NCO in a SFODA, SMU, SFODE or SFODG to serve most or all of their operational time in a SFODA, SMU, SFODE or SFODG.

(2) Advanced (Special Skills) training. All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC formerly SOTIC I), Special Forces Advanced Reconnaissance and Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT II and III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

d. *Staff Sergeant (SSG)*.

(1) Institutional training. BLC and ALC are part of the SFQC and required for award of any CMF 18 MOS.

(2) Operational assignments. Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve 36 months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow-on assignment.

(3) Self-development. Successful SSGs may be selected to serve at the operational unit at the Company, Battalion, Group level, or SWCS after completing at least 36 months on a SFODA, SFODE, SFODG, and SMU. It is recommended that SSGs should successfully serve 12 months on a SFODA or SMU to be considered eligible for selection for promotion to SFC. For additional information on self-development, refer to paragraph 8–3. DLC level 3 is a prerequisite to attend SLC. All SGTs and SSGs who graduated ALC previously known as the Basic Noncommissioned Officers Course (BNCOC) will be automatically enrolled in DLC level 3 prior to SLC attendance.

(4) Special assignments. Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/ Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, USAJFKSWCS Instructor, Operations Detachment (OPSDET), Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor.

e. *Sergeant First Class (SFC)*.

(1) Institutional training. SLC (For promotion to SFC, see AR 600-8-19 Enlisted Promotions and Reductions). 1SGs Course no longer exists within ATRRs, however content for the SLC will include materials required for success at both the detachment and company level. Relevant parts of the 1SGs Course will be migrated into the SLC. The scope of tasks/competencies addressed in SLC will provide both the detachment and company level perspective, where appropriate, and build upon experience gained in previous training and operational assignments. Please review AR 350-1 Army Training and Leader Development.

(2) Operational assignments.

(a). 18B - Serve as the Senior Weapons, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. It is highly recommended IOT be considered eligible for selection for promotion to MSG/18Z that SFC should successfully serve 36 months on a SFODA, SFODE,

SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODH to MACOM level). The 18B assigned to the SFODE or SFODG is the Senior Weapons Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level.

(b). 18C - Serve as the Senior Engineer, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. It is highly recommended IOT be considered eligible for selection for promotion to MSG/18Z that SFCs should successfully serve 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODH to MACOM level), The 18C assigned to the SFODF or SFODH is the Senior Engineer Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic levels.

(c). 18D - Serve as the Senior Medical Sergeant on a SFODA, SFODE, SFODG, or SMU. It is highly recommended IOT be considered eligible for selection for promotion to MSG/18Z those SFCs should successfully serve 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODG to MACOM level), The 18D assigned to the SFODE or SFODG is the Senior Medical Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level.

(d). 18E. Serves as a Senior Communications Sergeant on a SFODA, SFODE, SFODG, or SMU. It is highly recommended IOT be considered eligible for selection for promotion to MSG/18Z that SFC should successfully serve 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operations (SFODB, SFODF, or SFODH to MACOM level), The 18E assigned to the SFODE or SFODG is the Senior Communication Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level.

(e). 18F Serves as a Special Forces Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. An 18F prepares intelligence estimate (analysis) during mission planning and preparation (isolation); employs conventional and unconventional techniques in intelligence collection and processing during unilateral, combined, coalition, joint, interagency, and multinational operations; plans, organizes, trains, advises, assists, and supervises indigenous and allied personnel on collection and processing of intelligence information; establishes intelligence nets, conducts agent handling and prepares agent reports within the operational area; capable of establishing identification through fingerprinting; processes prisoners of war; establishes security plan and performs security duties; maintains all classified documents in the operational area and establishes destruction and evacuation plans; provides area specialist assistance to U.S. Forces and outside agencies.

(3) Self-development. The focus for self-development is on maintaining and upgrading Special Forces regional and linguistic expertise, MOS cross training, and seeking out duties in a supervisory role. The Special Forces SFC should continue to pursue additional civilian education as the unit's operational commitments permit. CMF 18 MOSs (B, C, D, E, and F) feed the 18Z, Detachment Team/Operations Sergeant. It is highly recommended IOT be considered eligible for selection for promotion to MSG/18Z that SFC should successfully serve not less than 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS, all SFCs should complete the Static Line Jumpmaster Course. Additionally, all SFCs should seek assignment to the SFODE/SFODG. For additional information on self-development, refer to paragraph 8–3. DLC level 3 is a prerequisite to attend SLC. All SGTs (P), SSGs and SFC will be automatically enrolled in SSD level 3 upon completion of all phases of ALC and prior to SLC attendance. After completion of SLC all SFCs will be automatically enrolled in DLC level 4; DLC level 4 is a prerequisite for CMF 18 MSG Selection.

(4) Special assignments. CMF 18 Branch Manager, CMF 18 Career Manager, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, USAJFKSWCS Instructor, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC).

Chapter 5. MOS 18B, 18C, 18D, 18E, 18F Professional Development Model

The Professional Development Models for MOS 18B, 18C, 18D, 18E, 18F is available at <https://actnow.army.mil>

Chapter 6. MOS 18Z Special Forces Senior Sergeant

a. Major duties. The Team/Operations Sergeant 18Z is the senior NCO of the SFODA, SFODE, SFODG, or SMU Team and is responsible for all administrative, operational, and training requirements of the detachment in peacetime and war; supervises all aspects of mission preparation (isolation) and execution. CMF 18 MSGs are the “Subject Matter Experts (SME)” and “Master Trainers” in ARSOF, capable of planning and executing conventional and unconventional combat operations across the spectrum of conflict in support of theatre level objectives in a unilateral, joint, interagency, multinational, combined, or coalition environment. Assignment within the SFODE or SFODG requires the NCO to continue to serve within their assigned CMF18 MOS on the SFODE, SFODF, SFODG, or SFODH and as the SME in advanced special operations, focusing on the direct in-theater requirements of the GCC and TSOC missions. Senior NCO is expected to operate at the operational and strategic level positions.

b. Prerequisites. For initial award of the CMF 18 MOS, see DA Pam 611–21 in the HRC Smart book for details.

c. Goals for development.

(1) Assignments. The vast majority of enlisted authorizations in CMF18 are in operational assignments, (for example, the Special Forces Operational Group, Special Forces Operational Detachment Alpha (SFODA), Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE) or Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), or Special Mission Unit (SMU), with most on a SFODA or SMU Team). Special Forces NCOs will spend most of their career in these war-fighter assignments. Special Forces NCOs, in a typical career, can expect to do a minimum of one staff rotation within an Special Forces Operational Group (SFODB, SFODF, SFODH, BN, or GP) and one TDA assignment (outside the SF GP). Senior NCOs, serving in an Operational Group/SMU (in a staff or similar

position), should avoid extended or consecutive assignments (in excess of 48 months) away from the SFODA, SFODE, SFODG, or SMU Team and consecutive (back-to-back) TDA assignments away from the Operational Group/SMU. It is not uncommon for a Special Forces NCO in an SFODE, SFODG, SFODF, SFODH, or SMU to serve most or all of their operational time in that respective unit.

(2) Self-development. To be considered eligible for selection for promotion to SGM, MSGs should successfully serve 24 months as an SFODA, SFODE, SFODG, or SMU Team/Operations Sergeant. MSGs should avoid extended or consecutive assignments (in excess of 48 months) outside the Operational Group or SMU. For additional information on self-development, refer to paragraph 9–3. DLC level 4 is a prerequisite to attend Sergeant Major Course (SMC)/JSOFSEA. All SSGs (P), SFCs, and MSGs will be enrolled automatically into DLC level 4 upon completion of SLC.

(3) Advanced (Special Skills) training. All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) and at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advanced Special Operations Techniques (ASOT II and III), Special Warfare Training Course (SWTC), and strive to complete an additional Advance Training such as: Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering Course, Multi-Purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver Course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

d. *Master Sergeant (MSG)*.

(1) Institutional training. SGM Academy, JSOFSEA or sister service equivalent. (For promotion to SGM, see AR 600-8-19 Enlisted Promotions and Reductions). The scope of tasks/competencies addressed in SLC will provide both the detachment and company level perspective, where appropriate, and build upon experience gained in previous training and operational assignments. Please review AR 350-1 Army Training and Leader Development.

(2) Operational assignments. Serves as SFODA, SFODE, SFODG, or SMU Detachment (Team/Operations) Senior Sergeant. The 18Z Team/Operations Sergeant is the senior NCO of the SFODA, SFODE, SFODG, or SMU Team responsible for all administrative, operational, and training requirements of the detachment in peacetime and war; supervises all aspects of mission preparation (isolation) and execution. CMF18 MSGs are the "Subject Matter Experts (SME)" in ARSOF; capable of planning and executing conventional and unconventional combat operations across the spectrum of conflict in support of theatre level objectives in a unilateral, joint, interagency, multinational, combined, or coalition environment. The SFODE/SFODG Team Sergeant is the SME in all matters pertaining to Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational, and strategic levels. The SFODA, SFODE, SFODG, or SMU is the primary warfighter assignment for an E8. Other operational assignments include: 1SG, ASC, SFODB, SFODF, SFODH, BN, or GRP headquarters.

(3) Self-development. To be considered eligible for selection for promotion to SGM, MSGs should successfully serve no less than 24 months as an SFODA, SFODE, SFODG, or SMU Team/Operations Sergeant. MSGs should avoid extended or consecutive assignments (in excess of 48 months) outside the Operational Group or SMU. For additional information on self-

development, refer to paragraph 8–3. DLC level 4 is a prerequisite to attend Sergeant Major Course (SMC).

(4) Additional training. The Special Forces E8 should be a graduate of the Static Line Jumpmaster Course and at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC).

(5) Special assignments. CMF 18 HRC Branch Manager, CMF 18 Senior Career Manager/SF Proponent, 1SG, USAJFKSWCS Chief Instructor, SMU Chief Instructor/Cadre, Combat Training Center NCO (JRTC/NTC), Advanced Skill Company (ASC) Chief Instructor, Staff (BN-Theatre), and Military Science Instructor (ROTC).

Chapter 7. MOS 18Z Professional Development Model

The Professional Development Model for MOS 18Z is available at [https:// actnow.army.mil](https://actnow.army.mil).

Chapter 8. MOS 18Z Special Forces Sergeant Major and Command Sergeants Major (MAJ/LTC and COL levels of command)

a. Major duties.

(1) The SGM is the senior Non-Commissioned Officer of a Special Forces Company (O-4 level of command) or serves as an Operations Sergeant at the various levels of command from the battalion level through various senior level headquarters. Additionally, Special Forces SGMs can serve in a variety of key positions that require senior NCO experience. In the role of a Special Forces Company SGM, he is the primary advisor to the commander on all matters pertaining to enlisted personnel, individual training, and advance skills training. He provides vast experience and knowledge to the commander in regards to Soldier equipment and experience in combat operations. He enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command. He provides counsel and guidance to the NCOs within their company. In other roles as an Operations SGM, he fills a key staff role within the commands managing the daily activities and operations for the headquarters he is assigned. He also coordinates and oversees the daily activities of a deployed Joint Operations Center (JOC). He provides seasoned experience in all aspects of Special Force's missions and operations to the staff.

(2) The Command Sergeants Major (CSM) is the senior Non-Commissioned Officer of a Special Forces Battalion (O-5 level of command) or Group (O-6 level of command). He is the primary advisor to the commander and their staff on all matters pertaining to enlisted personnel, individual training, and advance skills training. He provides vast experience and knowledge to the commander and staff in regards to Soldier equipment and seasoned experience in Special Forces missions and combat operations. He enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command. He provides counsel and guidance to the NCOs and all enlisted personnel within the organization.

b. Prerequisites. For initial award of the CMF 18 MOS, see DA Pam 611–21 in the HRC Smart book for details.

c. Goals for development.

(1) Special Forces Company SGMs (O-4 level of command (6S ASI), the vast majority of enlisted authorizations in CMF18 for SGMs and CSMs are in operational assignments (for example, Special Forces Operational Group or SMU). Historically all Special Forces NCOs will spend most of their career in war-fighter assignments within the Special Forces Operational Groups. A Special Forces SGM must be successful in key and developmental positions such

as a Company SGM of an SFODB, SFODF, or SFODH (Special Forces Company or SMU Troop (6S ASI) in order to qualify to be CSM. Successful performance as a Company SGM in combination with success in other developmental assignments as a Special Forces Operations SGM at the Battalion, Group, and other senior levels of headquarters commands (examples of higher commands: USASOC, 1st SFC (A), USAJFKSWCS, USSOCOM, and the 7 x Theater Special Operations Commands) and OPSDET SGM prepare Special Forces SGMs to be qualified to perform the duties as a Special Forces CSM. While the Company SGM position is the cornerstone of the career path, the Operations SGM positions at the Special Forces Group or higher have increased responsibility which include managing joint operations OCONUS in Combined and Joint Special Operations Task Force Headquarters, (examples are SOJTF-I, SOJTF-A, SOJTF-OH or other designated Task Forces). The best qualified Special Forces SGMs for CSM will have performed exceptionally well at the Company level and as an Operations SGM at one of the levels of command. Additionally, some SGMs, following a performance as a Company SGM will have assignments in and out of SOF that are not the traditional Operations SGM position; successful performance in these positions are enhancing and provide many times a strategic overview of the force. These assignments include the Joint Staff in Washington DC, Inter-Agency positions, Defense Threat Reduction Agency, National Assessment Group, and LNOs in specified countries worldwide. Assignments that are also enhancing following a tour in the operational force include; Assistant Commandant USAJFKSWCS NCOA, and Instructor at the Joint Special Operations Forces Senior Enlisted Academy or United States Army Sergeants Major Academy are a few of these assignments. SGMs should avoid extended or consecutive assignments (in excess of 48 months/back-to-back) in TDA assignments in USAJFKSWCS or staff assignments away from the operational force (Special Forces Group or SMU Squadron) prior to completing an assignment as a Company/Troop SGM. SSD level 5 is a prerequisite for Nominative Assignments. All MSGs (P) and SGMs will be enrolled into SSD level 5 upon completion of Sergeants Major Course or its equivalent.

(2) Special Forces Battalion CSMs (O-5 level of command (6C ASI), the majority of positions reside in the operational force, (Special Forces Group and SMU Squadron/Unit) with some positions residing in the generating force in TDA assignments at USAJFKSWCS. Most CSMs will spend most of their assignments in the operational force. The goal is to bring operational experience to the generating force so CSMs selected for a second CSM tour will normally be slated to serve in a generating force assignment in the USAJFKSWCS. Not all CSMs will have a tour in the operational force and generating force before being selected for an O-6 level position. The key developmental position is obtained in the Special Forces Operational Battalion and enhanced by a tour as a CSM in the generating force.

(3) Special Forces Group CSMs (O-6 level of command (7C ASI)), the majority of positions reside in the operational force, (Special Forces Group and SMU Unit) with some positions residing in the generating force in TDA assignments at USAJFKSWCS (Special Warfare Medical Group (SWMG(A)), Special Warfare Training Group (SWTG(A)), Special Warfare Education Group (SWEA(A)), NCOA Commandant). Most CSMs selected to the Group level will spend most of their assignments in the operational force. CSMs selected for a second CSM assignment will normally be slated to serve in a generating force assignment in the USAJFKSWCS or an assignment to one of the O-6 level CSMs positions in a TSOC or deployed headquarters. Not all CSMs will have a tour in the operational force and generating force before being selected for a nominative CSM level position. Some CSMs will be selected to the generating force O-6 level positions without O-6 level experience in the operational force based on availability. The key developmental position is proven excellence in the Special Forces Operational Group (O6 level) command prior to a nominative CSM position and enhanced by a tour as a CSM in the generating force or served a second tour in an O6 level

position in a TSOC or deployed headquarters. Positions for SGM (7S ASI) are as follows: TSOC J-3 SGM/USASOC G-3 SGM/Proponent SGM.

d. Operational assignments.

(1) The Special Forces Battalion and Group is the primary operational and war-fighter assignment for a SGM and CSM. These positions range from the Operational Company/Group level assignments to the operational assignments in a Theater Special Operations Command or in a deployed task force/command. Some select SGMs will also see assignments to senior commands and nominative SGM positions at the Joint Staff and USSOCOM levels. Some SGMs will also see assignment to the generating force USAJFKSWCS, SWTG (A), SWEG (A), SWMG (A) and NCOA.

(2) CSMs can expect primarily operational assignments with a select few having an assignment to the generating force USAJFKSWCS, SWTG (A), SWMG (A), SWEG (A), NCOA Commandant, or to deployed Task Forces/commands. CSMs who are qualified at the Battalion or Group level from CSM tours but were not selected by the ARSOF CSM CSL for another command position may be slated for Operations assignments at the senior headquarters, USASOC, 1st SFC (A), USAJFKSWCS, the 7 x Theater Special Operations Commands and nominative SGM positions at the Joint Staff and USSOCOM.

(3) CSMs who have completed a minimum of one tour at the O-6 level are competitive for assignment to the nominative CSM level. These positions include 1st SFC (A), USAJFKSWCS, SOCCENT, SOCEUR, SOCAFRICA, SOCPAC, SOCSOUTH, SOCKOR, JFSOC, ODRP, JSOC and other Army nominative assignments at the 1 and 2 star levels. CSMs who have completed one nominative assignment are competitive for assignment to the following nominative assignments USSOCOM, USASOC, JSOC, NATO Special Operations Command and other senior Army nominative assignments at the 3 and 4 star levels. All 18Z CSMs selected for a nominative assignment will change to MOS 00Z CSM and awarded 8C ASI.

e. Self-development. The Special Forces CSM is the senior mentor for Special Forces NCOs (SSG to SGM). For additional information on self-development, refer to paragraph 9–3. DLC level 5 is a prerequisite for Nominative Assignments. All E8s (P) and SGMs will be enrolled into DLC level 5 upon completion of Sergeants Major Course or its equivalent.

f. Institutional training. Prior to assuming a SGM Position a SGM must complete the USASMA or JSOFSEA. Prior to assuming a CSM position in ARSOF selected SGMs will attend three Pre-Command Courses: Army Pre-Command Course, Fort Leavenworth, KS; ARSOF Pre-Command Course, Fort Bragg, NC; JSOF Pre-Command Course, Tampa FL.

g. Additional training. Special Forces Group (O-6 level of command) CSMs will be expected to attend Keystone and Summit Course prior to competing for a nominative assignment.

h. Special assignments. Nominative SGM and CSM assignments to DDSO on the Joint Staff; USSOCOM; all Theater Special Operations Commands; National Assessment Group; Defense Threat Reduction Agency; NATO SOF, AWG, 1st SFC (A), and USAJFKSWCS are all coordinated through the Office of the CSM United States Army Special Operations Command.

Chapter 9. MOS 00Z Professional Development Model

Access to the Career Maps on the Professional Development Model (PDM) System can be accessed from the Soldier's AKO Page, by selecting "My Training" from the "Self Service" dropdown. PDMs then can be selected from the "Professional Development" gadget on the MT2 Page. Alternately, users may go a PDM selection menu at the following web address: <<https://ile.atsc.army.mil/pdmPublic/pdm.html>>.

Chapter 10. SGM/CSM Professional Development Proficiency Code Table

- a. Numerical listing of skills 6S,6K,6C,6P,7S,7K,7C,7P,8S,8T,8U,8V,8A,8C,8D,8E,8F
- b. ASIs (Professional Development Proficiency Codes (PDPCs) associated with CMF 18 SGM/CSM: 6S Initial Level Sergeant Major (SGM) Experience; 6K Initial Level Sergeant Major

(SGM) Key Billet Experience; 6C Battalion Level Command Sergeant Major (CSM) Experience; 6P (6C for CMF 18) Post Battalion Level Command Sergeant Major (CSM) Experience; 7S Primary Level Sergeant Major (SGM) Experience; 7K Primary Level Sergeant Major (SGM) Key Billet Experience; 7C Brigade Level Command Sergeant Major (CSM) Experience; 7P (7C for CMF 18) Post Brigade Level Command Sergeant Major (CSM) Experience; 8S General Officer Level 1 Nominative Sergeant Major (SGM) Experience; 8T General Officer Level 2 Nominative Sergeant Major (SGM) Experience; 8U General Officer Level 3 Nominative Sergeant Major (SGM) Experience; 8V General Officer Level 4 Nominative Sergeant Major (SGM) Experience; 8A General Officer Level Sergeant Major (CSM/SGM) Experience; 8C General Officer Level 1 Nominative Command Sergeant Major (CSM) Experience; 8D General Officer Level 2 Nominative Command Sergeant Major (CSM) Experience; 8E General Officer Level 3 Nominative Command Sergeant Major (CSM) Experience; 8F General Officer Level 4 Nominative Command Sergeant Major (CSM) Experience.