

Electronic Maintenance (Career Management Field 94) Career Progression Plan

Chapter 1. Duties

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, test measurement and diagnostic equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 94 Soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 13 military occupational specialties and functions in a wide range of areas requiring highly developed technical and tactical skills. CMF 94 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems. Several MOSs standards of training are controlled by external agencies such as the Federal Aviation Administration (FAA) and the National Security Agency (NSA).

Chapter 2. Transformation

Responsible for the maintenance of all the Army's equipment that encompasses a spectrum of equipment ranging from anti-aircraft missiles to highly sophisticated radars, the Ordnance Corps has evolved from four levels of maintenance down to two levels of maintenance. Former organizational and direct support (DS) activities have been combined into Field Maintenance (first of two levels of maintenance), characterized by a repair-and-return-to-user system. Field maintenance relies on line replaceable unit (LRU) and component replacement, battle damage assessment and repair (BDAR), recovery and services. Field maintenance is performed at all levels of the Army. Sustainment maintenance is the second level of maintenance, essentially representing a combination of the former general support (GS) and depot-level activities. It is a repair-and-return to the Army supply system activity that can be brought as far forward as required, based on the mission, enemy, terrain and weather, troops, time available and civilian considerations (METT-TC), but it normally is found above the Brigade Combat Team (BCT) level. Sustainment maintenance relies on end item and component repair with some component replacement, whereas Field maintenance relies only on component replacement. The most important part of maintenance modularity for the tactical leader is its positive impact on operational readiness. The Army has transitioned to this new system because it provides more maintenance capability to the company level. Changes due to transformation include deleting MOSs that are no longer relevant and merging several MOSs in order to streamline training and mission support. Combining and merging MOSs also caused a reduction in the senior NCO levels at higher echelons and further reduced the presence of junior grade leadership at the Field Maintenance Company (FMC) and Forward Support Companies (FSC). In order to remain competitive, Soldiers fill positions that are traditionally CMF 91, Mechanical Maintenance such as maintenance control supervisor (MCS), as well as non-Ordnance MOS specific, such as platoon sergeant. Demanding assignments: Operations sergeant/NCO at the battalion, brigade or division level responsible for the logistics support, movement and security of the TOC. Successful assignments for senior NCOs to U.S. Army Materiel Command developing logisticians to perform at a multi-faceted strategic level. Instructor/writer, SQI 8 and writer/instructor (Training Development) SQI 2: these NCOs develop, update and write programs of instruction used throughout the Ordnance Corps service schools. Career management NCOs are responsible for the career management, professional management and world-wide assignment of Soldiers within their assigned MOS, recommend career enhancing assignments, training, and NCOES development, and provide input for promotion projections, force alignment, and MOS structure issues. AIT platoon sergeants, responsible for the health, welfare, training and acts as a positive role model for all IET Soldiers by portraying the Army Values. These key development positions should be held for a minimum of 2 years to create proficiency and knowledge of the position requirements. Positions within the U.S. Army Special Operations Command (USASOC) and Special Missions Units (SMU) may be held for more than four years due to the mission requirements and training costs associated with assigned duties.

Chapter 3. Recommended career management self-development by rank

a. Private, specialist and corporal.

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

(2) Soldiers should study and master the following military publications: STP 21-1-SMCT; FM TC 4-02.1; AR 670-1; FM 3-96; DA PAM 750-3, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

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

(4) The OPTEMPO of tactical assignments may limit the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities by seeking meaningful and goal-oriented education. The College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES) are available for those Soldiers unable to pursue formal civilian courses. These self-development options are based on the Soldier's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers with GT scores below 110 should seek to improve their scores through the Functional Academic Skills Training (FAST) program. Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential.

(5) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency. The CLEP and DANTES tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the GoArmyEd Web site. Soldiers may also enroll in GoArmyEd, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(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.

(7) Soldiers should also strive to master the skills necessary to pass the Electronics Technician Association (ETA)- International and Federal Communications Commission tests and those necessary to obtain civilian certification, which can be found on the Credentialing Opportunities Online (COOL) Web site. For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

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

(b) Sergeant.

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

(2) Sergeants should study and master the following military publications: AR 750-1; STP 21-24-SMCT; FM 6-22; FM 21-18; TC 7-22.7 all -10 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

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

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants willing to make the required sacrifices should seize the available opportunities by seeking meaningful and goal-oriented education. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the GoArmyEd Web site.

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

(6) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency.

(7) A sergeant should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. These technical certifications are listed by MOS on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(8) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include the following: The Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME.

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

c. Staff sergeant.

(1) The quality and success of a staff sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. These NCOs should study and master the additional military publications: AR 750–1; STP 21–24–SMCT; FM 3–22.3; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

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

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those staff sergeants willing to make the required sacrifices should seize the available opportunities. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the GoArmyEd Web site. These self-development options are based on the staff sergeant's own desire to excel and seek meaningful and goal oriented education pursuing completion of an associate's degree. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency. Other education opportunities are available at the ACES Web site.

(5) The staff sergeant should also consider entering a technician program to gain

nationally recognized credentials in an appropriate technical discipline. The staff sergeant should strive to master the skills to acquire technical certifications listed by MOS on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include the following: The Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME.

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

d. *Sergeant first class.*

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. However, Soldiers should strive to complete a degree program or accumulate two years of college credit towards a degree.

(2) These NCOs should study and master the following additional military publications: AR 350-1; AR 750-1; all 10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

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

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those sergeants first class willing to make the required sacrifices should seize the available opportunities. The self-development process should now shift to advanced skills. Ideally, a sergeant first class should have completed an associate's degree by 12 years and continue studies towards an upper level degree. The sergeant first class must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, support OPS and battle staff functions should be emphasized as essential to a sergeant first class.

(5) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency. Other education opportunities are available at the ACES Web site.

(6) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of certifications are listed by MOS on the COOL Web site. For information on these and other education programs, visit the AEC on your installation.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include the following: The Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME.

(8) Structured Self-Development (SSD) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and

situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System. It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 4 focuses on tasks at the BN level and prepares staff sergeant through command sergeant major for attendance at the Sergeant Major Course. Soldiers may start SSD 4 upon completing the SLC. The USASMA recommends completing SSD 4 prior to assuming duties as a 1SG.

e. Master sergeant and first sergeant.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. Strive to complete a degree program or accumulate two years of meaningful and goal oriented college credit towards a degree. However, continuing civilian education (completion of associates or bachelor's degree) is encouraged.

(2) Master sergeants and first sergeants should study and master the following military publications: AR 601-280; AR 600-20; DA Pam 611-21; AR 840-10; AR 220-1.

(3) Master sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their new role as a SNCO and pursue functional courses offered from various sources that will enhance their understanding of how the Army operates in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATTRS) websites provide resources in continued education, leadership and technical proficiency.

(5) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications, which can be found on the COOL Web site.

(6) Secretary of Defense Maintenance Awards, individual and unit awards show a commitment to excellence and a desire to succeed. Secretary of Defense Field-level Maintenance Award: Phoenix Trophy, DOD's most outstanding field-level military maintenance units. Ordnance awards and achievements include: The Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME.

(7) Structured Self-Development (SSD) is planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. SSD 4 focuses on tasks at the battalion level and prepares staff sergeant through command sergeant major for attendance at the Sergeant Major Course (SMC). Soldiers may start SSD 4 upon completing the SLC. The USASMA recommends completing SSD 4 prior to assuming duties as a 1SG. Graduates of the SLC are automatically enrolled. Current graduates of SLC may self-enroll. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD 5 after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. Master sergeants through command sergeants major are automatically enrolled after they graduate from the SMC. SSD 5 will become a prerequisite for nominative and joint assignments.

f. Sergeant major and command sergeant major.

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

(2) The SGM and/or CSM should read publications on their chains of command professional reading list. TC 7–22. 7, AKO, and <http://www.train.army.mil/> contain additional reading material for self-development. Continued reading about world politics, geo-political issues and field manuals relating to Army operations and current battle doctrine enhance the knowledge base of the leader.

(3) The Army Correspondence Course Program (ACCP), Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certifications which can be found on the COOL Web site.

(5) Individual and unit awards show a commitment to excellence and a desire to succeed. Ordnance awards and achievements include the following: The Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME.

(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 NCO Education System. It promotes lifelong learning. It also sets conditions for continuous growth as a Warrior and a Warrior Leader. All Soldiers are required to participate in SSD. It will also be a prerequisite for attending NCOES courses, and will affect future promotions. Although the SMC is the capstone of the NCOES, learning does not stop. Soldiers must complete SSD 5 after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. Master sergeant through command sergeants major are automatically enrolled after they graduate from the SMC. SSD 5 will become a prerequisite for nominative and joint assignments.

Chapter 4. Military occupational specialty 94A land combat electronic missile system repairer

a. Major duties. The Land Combat Electronic Missile System Repairer performs or supervises field level maintenance on the tube-launched, optically-tracked, wire-guided, and Dragon Guided Missile Systems, Improved Target Acquisition System, Bradley Fighting Vehicle, TOW/TOW 2 Subsystem, Javelin, related night sights, and ancillary test equipment. Skills include performing Quality Control (QC) measures, inspecting, testing, and adjusting components to specific tolerances. Repairs unserviceable items by removing and replacing defective components and parts. Repairs unserviceable optical and infrared components by aligning, adjusting, removing and replacing defective modules and assemblies. Personnel learn to determine shortcomings and malfunctions in electronic, electrical, mechanical, pneumatic, optical, and electro-mechanical assemblies, sub-assemblies, modules, and circuit elements. Many of the 94 CMF MOSSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

(a) L - Linguist.

(b) P - Parachutist.

(c) S - Special Operation Support.

- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career Recruiter.
- (g) 8 - Instructor.
- (2) List of key ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).
 - (b) 8R - Master Resilience Trainer (MRT).
 - (c) Y9 - WTU SL and/or platoon sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but are not limited to Land Combat Electronic Missile System Repairer.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA or AAS in civilian education.

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

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

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

(b) Operational assignments. At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Land Combat Electronic Missile System team chief and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. None.

(3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as promotion potential indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO include: Squad leader, platoon sergeant, land combat missile system foreman, shop foreman and operations sergeant. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

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

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor/writer, AIT platoon sergeant and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) Sergeant first class. MOS 94A30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 5. Military occupational specialty 94A professional development model

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

Chapter 6. Military occupational specialty 94A Reserve Component

The duties and goals of the MOS 94A RC Soldier mirror that of the MOS 94A AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 7. Military occupational specialty 94D air traffic control equipment repairer

a. *Major Duties.* The ATC Equipment Repairer performs maintenance and installation of ATC communications, navigation aids (NAVAIDS), and landing systems. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine

location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities, Ensures ATC equipment is ready for Federal Aviation Administration (FAA) flight inspections. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of SQIs:

- (a) F - Flying Status.
- (b) S - Special Operation Support.
- (c) Y - AIT platoon sergeant.
- (d) 2 - Training Development.
- (e) 4 - Non-career Recruiter.
- (f) 8 - Instructor.

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL/platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) *Private, specialist and corporal.*

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

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

(c) *Self-development.* Soldiers should consider the following correspondence course: Electronic Technology Course. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

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

(2) *Sergeant.*

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

(b) *Operational assignments.* At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to ATC Equipment Repairer and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational

opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.* None.

(3) *Staff sergeant.*

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant and ATC system maintenance supervisor. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS .

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

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

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor/writer, AIT Platoon sergeant, and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: observer and/or controller, AC/RC advisor, WTU NCO, advise and assist NCO are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.*

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as promotion potential indicators: Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in operational units that will increase the experience and develop the leadership

level of the NCO include platoon sergeant, maintenance control supervisor, ATC system maintenance supervisor, ATC system evaluator, maintenance evaluator. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS .

(c) *Self-development.* Begin BA/BS in civilian education. The sergeant first class should enroll in the: Support Operations Course (SOC) (Phase I), organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 30–3.

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

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor/writer, AIT platoon sergeant, Detachment Sergeant, and recruiter.
2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, liaison NCO (LNO), and rear detachment NCO.
3. Nontraditional assignments: observer, and/or controller, WTU NCO, advise and assist NCO, and AC/RC advisor, assistant inspector general NCO and SMU support are all tough demanding assignments that may be outside the PMOS.

(5) *Master sergeant.* MOS 94D4O progresses to MOS 94Z5O upon promotion to master sergeant.

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

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

Chapter 8. Military occupational specialty 94D professional development model

Access to the “Career Maps” can be accessed from the Army Career Tracker (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 94D Reserve Component

The duties and goals of the MOS 94D RC Soldier mirror that of the MOS 94D AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change unit to maintain career progression.

Chapter 10. Military occupational specialty 94E radio equipment repairer

a. *Major duties.* The Radio Equipment Repairer performs or supervises maintenance of radio receivers, transmitters, and other associated equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. They are only located in maintenance

particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are providing a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of SQIs:

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

(2) List of ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL/platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but are not limited to Radio Equipment Repairer and Installer.

(c) Self-development. Soldiers should consider the following correspondence courses: Electronic Technology Course and Radio and Communications Security Repairers Course. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special Assignments. Hometown Recruiter Program, White House Communication Agency (WHCA), Special Missions Units, Ranger Battalion.

(2) Sergeant.

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

(b) Operational assignments. At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to squad leader, team chief, radio repairer, and Installer Maintainer. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our

Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education

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

(e) *Special assignments.* The following assignments are also considered broadening assignments:

1. White House Communications Agency (WHCA).
 2. U.S. Army Special Operations Command (USASOC).
 3. Special Missions Units (SMU).
 4. Ranger Battalion.
- (3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, team chief, shop foreman, radio repairer supervisor, technical inspector, installer maintainer. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS .

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

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

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor/writer, AIT platoon sergeant, recruiter, WHCA, USASOC, Special Missions Units, Ranger Battalion.
2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, FOB security NCO, liaison NCO (LNO), and rear DET NCO.
3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/ RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94E30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 11. Military occupational specialty 94E professional development model

Access to the “Career Maps” can be accessed from the Army Career Tracker (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 94E Reserve Component

The duties and goals of the MOS 94E RC Soldier mirror that of the MOS 94E AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the RA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 13. Military occupational specialty 94F computer /detection systems repairer

a. *Major duties.* The Computer/Detection Systems Repairer performs or supervises maintenance and repair on special electronic devices to include night vision equipment, mine detectors, scattering systems, electronic distance and azimuth orienting devices, battlefield illumination devices, electronic azimuth determining devices, and NBC warning and measuring devices. Additionally, the 94F performs maintenance and repair on microcomputers and electromechanical telecommunications terminal equipment, facsimile machines, FA digital devices, global positioning system receivers, manual and semiautomatic unit level switchboards, telephones, associated wire instruments and equipment and other associated equipment and devices. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are providing a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

(a) G - Ranger.

(b) L - Linguist.

(c) P - Parachutist.

(d) S - Special Operation Support.

(e) X - Drill sergeant.

(f) Y - AIT platoon sergeant.

(g) 2 - Training Development.

(h) 4 - Non-career Recruiter.

(i) 8 - Instructor.

(2) List of key ASIs:

(a) F1 - BIDS/ JBPDS Repairer.

(b) F6 - Nuclear, Biological, Chemical Reconnaissance Vehicle (NBC-RV) Sensor Suite Repairer

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

(d) 8R - Master Resilience Trainer (MRT).

(e) Y9 - WTU SL and/or platoon sergeant.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the Personnel Development Office.

c. *Goals for development.*

(1) Private, specialist and corporal.

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

Course (BLC) is required for promotion to sergeant.

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but are not limited to Computer/Detection System Repairer.

(c) *Self-development.* Soldiers should consider the following correspondence courses: Electronic Technology Course and Special Electronic Devices Repairers Course. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

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

(2) Sergeant.

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

(b) *Operational assignments.* At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader and section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to computer/ detection system repairer, and electronics technician, and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS such as advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.* The following assignments are also considered broadening assignments:

1. White House Communications Agency (WHCA).
2. U.S. Army Special Operations Command (USASOC).
3. Special Missions Units.
4. Ranger BN.

(3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the

NCO includes: Squad leader, platoon sergeant, shop foreman, special electronic devices repairer supervisor, computer/detection system repairer, and technical inspector. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Ranger Training, Airborne, Air Assault, Support OPS Phase I, HAZMAT, Safety Course, and Combatives.

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor and/or writer WHCA, USASOC, Special Missions Units, Ranger BN and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/ RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94F30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 14. Military occupational specialty 94F professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (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 94F Reserve Component

The duties and goals of the MOS 94F RC Soldier mirror that of the MOS 94F AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the RA. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 16. Military occupational specialty 94H test, measurement, and diagnostic equipment maintenance support specialist

a. *Major duties.* The TMDE maintenance support specialist performs and supervises duties involving the calibration and repair of general purpose TMDE, selected special purpose TMDE, radiation detecting, indicating, and computing (RADIAC) equipment, and calibration standards and accessories. Operates TMDE and calibration standards. Operates and performs PMCS on assigned vehicles. Operates and performs calibration and repair of general purpose TMDE calibration standards and calibration accessories at all maintenance levels; operates and performs PMCS on organization equipment such as; vehicles, power generators, and other

special purpose support equipment.. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of SQIs:

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

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL/platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This is acquired in technical assignments serving as a TMDE maintenance support specialist. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments as a Maintainer and/or Repairer are normally limited to the Area TMDE Support Teams.

(c) Self-development. Soldiers should consider the following correspondence course: TMDE Maintenance Support Specialist Basic Level Technical Refresher Course. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

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

(b) Operational assignments. At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to TMDE Sergeant and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be

recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.* None.

(3) *Staff sergeant.*

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, shop foreman and TMDE QA/QC technical inspector. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Support Operations Course Phase 1, Safety Course, Combat Life Saver, and Combatives.

(e) *Special Assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional Assignments: WTU NCO and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94H30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 17. Military occupational specialty 94H professional development model

Access to the “Career Maps” can be accessed from the Army Career Tracker (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 94H Reserve Component

The duties and goals of the MOS 94H RC Soldier mirror that of the MOS 94H AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 19. Military occupational specialty 94M radar repairer

a. Major duties. The Radar Repairer performs or supervises field level maintenance on sentinel and fire finder radar, electronic assemblies, and associated equipment. Troubleshoots the sentinel and fire finder radar assemblies, subassemblies, modular and circuit elements with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts of these systems. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Determines serviceability and disposition of sentinel and fire finder radar system assemblies, subassemblies, and parts. Performs initial, in-process, on-site technical and QC inspections. Prepares and maintains equipment logs, equipment modification and utilization records, exchange tags, and calibration data cards. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

- (a) S - Special Operation Support.
- (b) Y - AIT platoon sergeant.
- (c) 2 - Training Development.
- (d) 4 - Non-career Recruiter.
- (e) 8 - Instructor.

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL and/or platoon sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but are not limited to Radar Repairer.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

(a) Institutional training. Completion of SSD 2 is an eligibility requirement for

recommendation to staff sergeant. Graduation from the Advanced Leaders Course (ALC) is required for promotion to staff sergeant.

(b) *Operational assignments.* At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Radar Repairer, Radar QA/QC Technical Inspector, team chief and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.*

1. AIT squad leader.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional Assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/ RC) are all tough demanding assignments that may be outside the PMOS.

(3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: squad leader, platoon sergeant, radar repair supervisor and operations sergeant. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Support Operations Course Phase 1, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor and/or writer.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional Assignments: OC–T and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94M30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 20. Military occupational specialty 94M professional development model

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

Chapter 21. Military occupational specialty 94M Reserve Component

The duties and goals of the MOS 94M RC Soldier mirror that of the MOS 94M AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 22. Military occupational specialty 94P multiple launch rocket system repairer

a. *Major duties.* The MLRS Repairer performs or supervises field level maintenance on Multiple Launch Rocket System (MLRS), HIMARS Self-Propelled Loader/Launcher (SPLL), launcher pod/container (LP/C) trainer, and test support group. Troubleshoots SPLL and the launcher loader module (LLM) electrical, electronic, mechanical assemblies, modules and interconnecting cables to isolate malfunctions. Replaces or repairs electrical, hydraulic and mechanical assemblies, modules, and cables determined to be faulty. Uses breakout boxes and BITE for fault isolation and verification or adjustment of electrical assemblies and modules of LLM. Repairs, replace chassis mounted components on units under test. Operates system cable tester, Performs unit maintenance on system peculiar test, training, and ancillary equipment. Assists automatic test equipment operator in fault isolating LLM electronic modules and assemblies to component level at organizational level. Prepares and maintains equipment logs, equipment modification and utilization records, exchange logs, and calibration data cards. Completes maintenance and supply forms and records. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

(a) S - Special Operation Support.

(b) Y - AIT platoon sergeant.

(c) 2 - Training Development.

(d) 4 - Non-career Recruiter.

(e) 8 - Instructor.

(2) List of key ASIs:

(a) A1 - M270A1 Multiple Launch Rocket System/HIMARS.

- (b) H9 - HIMARS Repairer.
- (c) 2S - Battle Staff OPS (skill level 3 and above).
- (d) 8R - Master Resilience Trainer (MRT).
- (e) Y9 - WTU SL/platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but are not limited to MLRS Repairer.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

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

(b) Operational assignments. At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to MLRS repairer, MLRS foreman, and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments.

(3) Staff sergeant.

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

(b) Operational assignments. The focus during this phase of the Soldier’s career is

centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, MLRS foreman and MLRS QA/QC technical inspector. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Support Operations Course Phase 1, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer, AIT platoon sergeant and recruiter.
2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/ RC) are all tough demanding assignments that may be outside the PMOS.

- (4) *Sergeant first class.* MOS 94P3O progresses to MOS 94W4O upon promotion to sergeant first class.

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

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

Chapter 23. Military occupational specialty 94P professional development model

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

Chapter 24. Military occupational specialty 94P Reserve Component

The duties and goals of the MOS 94P RC Soldier mirror that of the MOS 94P AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 25. Military occupational specialty 94R avionic and survivability equipment repairer

- a. *Major duties.* The avionics and survivability equipment repairer performs field level maintenance on avionic navigation flight control systems, stabilization systems, equipment that operates using radar principles, and aircraft survivability equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving

in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

- (a) L - Linguist.
- (b) P - Parachutist.
- (c) S - Special Operation Support.
- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career Recruiter.
- (g) 8 - Instructor.

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL and/or platoon sergeant

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. *Goals for development.*

(1) Private, specialist and corporal.

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

(b) *Operational assignments.* The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. Duty assignments include but are not limited to Avionic Systems Repairer.

(c) *Self-development.* Soldiers should consider the following correspondence courses: Electronic Technology Course and Avionic System Repairers Course. For additional information on self-development, see paragraph 30–3. Begin AA/ AAS in civilian education.

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

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

(2) Sergeant.

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

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to senior avionic repairer and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career

flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.* Avionic Radar Repair at the Army Research Laboratory.

(3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: squad leader, platoon sergeant, avionic repairer supervisor, and technical inspector. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Support Operations Course Phase 1, Safety Course, Combat Life Saver, and Combatatives.

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer, US Army Research Laboratory, AIT platoon sergeant and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments

(AC/RC) are all tough demanding assignments that may be outside the PMOS.

4. *Sergeant first class.* MOS 94R30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 26. Military occupational specialty 94R professional development model

Access to the “Career Maps” can be accessed from the Army Career Tracker (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 94R Reserve Component

The duties and goals of the MOS 94R RC Soldier mirror that of the MOS 94R AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 28. Military occupational specialty 94S Patriot system repairer

a. Major duties. The Patriot System Repairer performs and supervises field level maintenance on the Patriot Missile System, associated equipment, and trainers. Patriot Repairers perform field level maintenance on the Patriot Information and Coordination Central, engagement control station, radar set, Antenna Mast GP, Launching Station (LS) and Communications Relay GP. Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules, and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi-automatic programs, maintenance diagnostic software, unit self-test and BITE. Develops specialized computer software tests to suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies, subassemblies, modules, and circuit elements. Repairs unserviceable items by removing and replacing defective components. Operates and performs unit level maintenance on standard and system peculiar test equipment. Performs QC measures and serves on maintenance and inspection teams. Completes maintenance and supply forms. Provides technical assistance to supported units. They are only located in Patriot units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are providing a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

- (a) L - Linguist.
- (b) P - Parachutist.
- (c) S - Special Operation Support.
- (d) Y - AIT platoon sergeant.
- (e) 2 - Training Development.
- (f) 4 - Non-career Recruiter.
- (g) 8 - Instructor.

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL and/or platoon sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) *Private, specialist and corporal.*

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

(b) *Operational assignments.* During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but are not limited to Patriot System Repairer.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

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

(2) *Sergeant.*

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

(b) *Operational assignments.* At this stage Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to Patriot System Repairer, and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO..

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.*

(3) *Staff sergeant.*

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

(b) *Operational assignments.* The focus during this phase of the Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, patriot system NCO, and section chief. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness

Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

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

(e) *Special assignments.*

1. Instructor/writer and AIT platoon sergeant.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments

(AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) Sergeant first class.

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

(b) *Operational assignments.* The sergeant first class is expected to begin functioning as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills. Assignments in leadership positions that demonstrate the sergeant first class's management skills, leader skills, and ability to perform the supervisory functions required in the next higher grade. Consider the following as promotion potential indicators: The successful completion of challenging and demanding assignments is a significant discriminator in selection for promotion. Some of these assignments include platoon sergeant, section chief, operations sergeant at battalion or higher, and Patriot System Evaluator. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* Begin BA/BS in civilian education. The sergeant first class should enroll in the Support Operations Course (SOC) (Phase I), organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 30–3.

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

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer, SMU, U.S. Army Materiel Command.
2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.
3. Nontraditional assignments: OC-T, WTU NCO, advise and assist NCO, and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.
 - (5) *Master sergeant*. MOS 94S4O progresses to MOS 94Z5O upon promotion to master sergeant.
 - d. *Army career degrees*. Visit GoArmyEd Web site or local Army Education Center.
 - e. *GI Jobs*. See GI Jobs COOL Web site.

Chapter 29. Military occupational specialty 94S professional development model

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

Chapter 30. Military occupational specialty 94S Reserve Component

The duties and goals of the MOS 94S RC Soldier mirror that of the MOS 94S AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 31. Military occupational specialty 94T Avenger system repairer

a. *Major duties*. The Avenger System Repairer performs and supervises field level maintenance on Avenger System (less carrier and communications), Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and associated components. The Avenger Repairer performs QC measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests, and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic assemblies, modules, and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of assemblies, subassemblies, and parts. Removes and installs Servomotor/ Azimuth Gear Assembly. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are providing a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611-21.

- (1) List of key SQIs:
 - (a) L - Linguist.
 - (b) P - Parachutist.
 - (c) S - Special Operation Support.
 - (d) Y - AIT platoon sergeant.
 - (e) 2 - Training Development.
 - (f) 4 - Non-career Recruiter.
 - (g) 8 - Instructor.
- (2) List of key ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).
 - (b) 8R - Master Resilience Trainer (MRT).
 - (c) Y9 - WTU SL and/or platoon sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Private, specialist and corporal.

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

(b) Operational assignments. During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Duty assignments include but are not limited to Avenger System Repairer.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. Hometown Recruiter Program.

(2) Sergeant.

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

(b) Operational assignments. Soldiers at this level in their career should focus mastering their technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential Indicators: Duty assignments include but are not limited to avenger system repairer, team chief, and squad leader. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve Army the Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) Self-development. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special assignments. None.

(3) Staff sergeant.

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

(b) Operational assignments. The focus during this phase of the Soldier’s career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to

enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, and section chief. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO and/or liaison and forward operating base security NCO.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Air Assault, HAZMAT, Support Operations Course Phase 1, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* The following assignments are also considered broadening assignments.

1. Instructor/writer and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94T30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 32. Military occupational specialty 94T professional development model

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

Chapter 33. Military occupational specialty 94T Reserve Component

The duties and goals of the MOS 94T RC Soldier mirror that of the MOS 94T AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 34. Military occupational specialty 94W Electronic Maintenance Supervisor

a. *Major duties.* The Electronic Maintenance Supervisor supervises, monitors, and directs the electronic maintenance mission of the US Army. The Electronic Maintenance Supervisor performs or supervises field level maintenance on all Army standard electronic equipment, systems, and associated devices. Ensures regulatory compliance with DOD and national level directives governing IA policies and procedures. Manages a variety of maintenance facilities to include Area TMDE Support Teams and facilities. Ensures proper accountability of all

COMSEC/CCI equipment and complies with Army and National Security Agency specifications and policies throughout the repair processes. Supervises and coordinates support maintenance on Tubular-Launched, Optically Tracked, Wire Guided Missile (TOW), Dragon, Improved Target Acquisition System, Bradley Fighting Vehicle System (BFVS), TOW Field test Set (TFTS), Javelin, Multiple Launch Rocket System (MLRS), HIMARS, Avenger, Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and Slew-to-Cue (STC) missile systems. Serves as platoon sergeant or principle NCO of a detachment, platoon, or comparable unit. This MOS is comprised of nine feeder MOS's. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(1) List of key SQIs:

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

(2) List of key ASIs:

- (a) 2S - Battle Staff OPS (skill level 3 and above).
- (b) 8R - Master Resilience Trainer (MRT).
- (c) Y9 - WTU SL and/or platoon sergeant

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Sergeant first class.

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

(b) *Operational assignments.* The sergeants first class are expected to begin functioning as a member of senior level staffs and in senior leadership roles. In order to be successful they must master and demonstrate appropriate personnel and operational management skills. The sergeant first class can expect assignments outside their technical field such as operations sergeant/NCO at the battalion, brigade or division level, platoon sergeant, drill sergeant and recruiter and should seek these opportunities when they exist. Broadening assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. The successful completion of a challenging and demanding operational assignments factor greatly into the selection for promotion these duty assignments include but are not limited to: electronic maintenance supervisor, maintenance control supervisor, electronic maintenance QA/QC, platoon sergeant, career management NCO, career advisor, assignments to AMC and SMU. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off

duty; demonstrated exceptional duty performance while assigned as a detachment sergeant, platoon sergeant or operations sergeant/NCO, Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO in a deployed unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* Begin BA/BS in civilian education. The sergeant first class should enroll in the Support Operations Course (SOC) (Phase I), organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 30–3.

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

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer, recruiter, USASOC, Special Missions Units, career management NCO, AIT platoon sergeant, White House Communications Agency (WHCA), career advisor, AWG, small group leader, EOA, Training with Industry (TWI).

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC–T, WTU NCO, advise and assist NCO, RC support assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

(2) Master sergeant. MOS 94W40 progresses to MOS 94Z50 upon promotion to master sergeant.

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

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

Chapter 35. Military occupational specialty 94W professional development model

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

Chapter 36. Military occupational specialty 94W Reserve Component

The duties and goals of the MOS 94W RC Soldier mirror that of the MOS 94W AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 37. Military occupational specialty 94Y integrated family of test equipment operator and maintainer

a. *Major duties.* The Integrated Family of Test Equipment (IFTE) Operator and Maintainer perform and supervise field level maintenance on the Base Shop Test Facility and AN/TSM–191. Performs fsafety ield level electronic maintenance, adjustments, tests, fault isolation, and repairs of supported system LRUs, shop replaceable units (SRU) and TPS. Operates and performs PMCS on assigned vehicles and power generators. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff sergeants serving in IET Companies are providing a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

- (1) List of key SQIs:
 - (a) S - Special Operation Support.
 - (b) Y - AIT platoon sergeant.
 - (c) 2 - Training Development.
 - (d) 4 - Non-career Recruiter.
 - (e) 8 - Instructor

- (2) List of key ASIs:
 - (a) 2S - Battle Staff OPS (skill level 3 and above).
 - (b) 8R - Master Resilience Trainer (MRT).
 - (c) Y9 - WTU SL and/or platoon sergeant.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisite is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

- (1) Private, specialist and corporal.

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

(b) Operational assignments. The focus during the early years of their career should be on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks. This can be acquired in technical assignments serving as IFTE Operator and Maintainer. The ability to take advantage of opportunities and display leadership skills, initiative and motivation is a must. Duty assignments are limited to the Automated Test Facilities in both ground and aviation maintenance organizations in FORSCOM units. Duty assignments include IFTE Operator/Maintainer.

(c) Self-development. Soldiers should consider the following correspondence course: Family of Test Equipment Operator and Maintainers Course. For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) Special Assignments. None.

- (2) Sergeant.

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

(b) Operational assignments. At this stage, Soldiers should focus on laying a solid foundation of technical knowledge, honing their tactical expertise and developing their Soldier leadership skills. Soldiers should always seek positions such as squad leader or section chief that will allow them to gain leadership experience. Promotion potential indicators: Duty assignments include but are not limited to squad leader, team chief, and IFTE Operator/Maintainer. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining “exceeded course standards” rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; and consistently demonstrated high standards of conduct and adherence to Army values on and off duty, demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present

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

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Begin AA/AAS in civilian education.

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

(e) *Special assignments.* None.

(3) Staff sergeant.

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Successful duty assignments in the below positions should be considered a prerequisite for consideration of advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments outside the technical field should be kept to a minimum. Promotion potential indicators: Duty assignments in operational units that will increase the experience and develop the leadership level of the NCO includes: Squad leader, platoon sergeant, shop foreman and IFTE operator/maintainer supervisor. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as a Force Protection NCOIC, Convoy NCOIC, or FOB security NCO in a deployed unit or deployable unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS.

(c) *Self-development.* For additional information on self-development, see paragraph 30–3. Complete AA/AAS in civilian education.

(d) *Additional training.* Airborne, Jump Master, Air Assault, Support Operations Course Phase 1, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. Instructor/writer and recruiter.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, convoy NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional Assignments: OC–T, WTU NCO, advise and assist NCO, and RC support assignments (AC/RC) are all tough demanding assignments that may be outside the PMOS.

(4) *Sergeant first class.* MOS 94Y30 progresses to MOS 94W40 upon promotion to sergeant first class.

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

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

Chapter 38. Military occupational specialty 94Y professional development model

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

Chapter 39. Military occupational specialty 94Y Reserve Component

The duties and goals of the MOS 94Y RC Soldier mirror that of the MOS 94Y AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier’s range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 40. Military occupational specialty 94Z senior electronic maintenance supervisor

a. Major duties.

(1) *Master sergeant and first sergeant.* The senior Electronic Maintenance Supervisor provides technical guidance to junior grade personnel in the accomplishment of their duties. Plans, coordinates, and supervises activities pertaining to training and technical operation of unit to which assigned. Interprets and supervises execution of policies and SOP, develops and reviews correspondence relating to support activities. Acts as a liaison to supported staff and commands. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(a) List of key SQIs:

1. 2 - Training Development.
2. 8 - Instructor.
3. S - Special Operation Support.
4. V - Ranger-Parachutist.
5. M - 1SG.

(b) List of key ASIs:

1. 2S - Battle Staff OPS (skill level 3 and above).
2. 8R - Master Resilience Trainer (MRT).
3. Y9 - WTU, SL and/or platoon sergeant.
4. U9 - Asymmetric Warfare Operational Specialist.

(2) *Sergeant major.* The senior Electronic Maintenance Supervisor plans and directs electronic maintenance operations at all levels of command and echelons of the Army. Performs electronic maintenance staff functions. Provides technical advice to commanders and staff concerning Army electronic maintenance and electronic logistic support matters. Writes directives, policies and procedures which establish Army electronic maintenance requirements. Serves as Staff SNCO in the U. S. Army Ordnance School. Below are key SQIs and ASIs; for a complete listing see DA Pam 611–21.

(a) List of key SQIs:

1. 2 - Training Development.
2. 8 - Instructor.
3. S - Special Operation Support.
4. V - Ranger-Parachutist.

(b) List of key ASIs:

1. 2S - Battle Staff OPS (skill level 3 and above).
2. 8R - Master Resilience Trainer (MRT).
3. Y9 - WTU, SL, and/or platoon sergeant
4. 6C - BN Level CSM Experience.
5. 6S - Operational Level SGM Experience.
6. 7C - BDE Level CSM Experience.
7. 7S - Organizational SGM Experience.
8. 8C - General Officer Level CSM Experience.

9. 8S - Strategic Level SGM Experience.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book for details. The waiver authority for MOS prerequisites is the U.S. Army Ordnance School Personnel Development Office.

c. Goals for development.

(1) Master sergeant.

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

(b) Operational assignments. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. Consider the following as promotion potential indicators: The master sergeant serves as the principal NCO of staff elements at battalion level and above and may perform the important duties of 1SG upon lateral appointment. Regardless of position, maintenance supervisors will be performing complex leadership functions, battle staff functions and decision-making processes at the senior and command levels. Chances for promotion to SGM are greatly increased with at least 24 months of 1SG duties or other positions of great responsibility. As always, maintenance supervisors should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Successful duty assignments in the below positions should be considered a prerequisite for advancement to the next level. Broadening assignments are recommended to enhance promotion potential but those duty assignments should be kept to a minimum. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include electronic maintenance supervisor, electronic maintenance QA/QC technical inspector (TI), maintenance control supervisor, senior training developer writer, combat developer, 1SG, operations sergeant/NCOIC at battalion or higher, maintenance staff NCO, chief instructor, missile maintenance NCO, Patriot System evaluator, senior ATC system evaluator, 1SG, White House Communications Agency (WHCA), career management SNCO, career advisor and Detachment Sergeant at SMUs. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while deployed; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO/liaison and forward operating base security NCO.

(c) Self-development. Complete BA/BS in civilian education. The master sergeant should continue to develop skills in organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 30-3.

(d) Additional training. Airborne, Air Assault, Support Operations Course Phase 1 and 2, Battle Staff NCO, Jump Master, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) Special Assignments. The following assignments are also considering broadening assignments.

1. 1SG, senior career manager, and inspector general, USASOC, Special Missions Units, WHCA support, Secret Service support and Ranger BN.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, Convoy NCOIC, FOB security NCO, Liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional assignments: OC-T, WTU NCO, advise and assist NCO, RC support assignments (AC/RC) and U.S. Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

(2) Sergeant major and command sergeant major.

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

(b) *Operational assignments.* The focus during this phase of the Soldier's career centers on refinement of their leadership skills and applying the knowledge gained throughout their career to influence organizations at the most senior level. Consider the following as advancement indicators: Chances for promotion to CSM are greatly increased with at least 36 months of 1SG duties or other positions of great responsibility. Duty assignments in units that will increase the experience and develop the leadership level of the NCO include chief training instructor/developer/writer, depot SGM, Training Department SGM, senior systems manager, combat development SNCO, chief career management NCO and SMU Sergeant Major. NCOERs that reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeded course standards" rating on academic evaluations. Physically fit Soldiers should be recognized for their exceptional will to exceed the standard through award of the Army Physical Fitness Badge and also showed consistent compliance with height and weight standards. However, be cognizant that many of our Soldiers with prior injuries are unable to achieve the Army Physical Fitness Badge standard. Other important factors: Consistently pursued education through military courses and civilian educational opportunities; consistently demonstrated high standards of conduct and adherence to Army values on and off duty; demonstrated exceptional duty performance while assigned as an OPS SGM or Material Management NCO in a deployed or deployable unit; demonstrated career flexibility as shown by serving in positions at or above present grade level not traditional to their specific MOS, advise and assist NCO/liaison and forward operating base security NCO.

(c) *Self-development.* Complete BA/BS in civilian education and begin Master's Program. The sergeant major should continue to develop skills in organizational behavior, personnel management, time management, Army operations, and battle staff functions. For additional information on self-development, see paragraph 30-3.

(d) *Additional training.* SMC CSM Course, Support Operations Course Phase 1 and 2, Airborne, Jump Master, Air Assault, HAZMAT, Safety Course, Combat Life Saver, and Combatives.

(e) *Special assignments.* The following assignments are also considering broadening assignments.

1. USASMA SGL, USASMA instructor/writer.

2. Overseas Contingency Operation (OCO) assignments to consider that are outside of the PMOS during combat operations in support of OCO are Force Protection NCOIC, FOB security NCO, liaison NCO (LNO), and Rear Detachment NCO.

3. Nontraditional Assignments: OC-T, WTU NCO, advise and assist NCO, RC support assignments (AC/RC) and Army Materiel Command are all tough demanding assignments that may be outside the PMOS.

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

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

Chapter 41. Military occupational specialty 94Z professional development model

Access to the "Career Maps" can be accessed from the Army Career Tracker (ACT) Web site.

They are located under the career resources tab at the following Web address:

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

Chapter 42. Military occupational specialty 94Z Reserve Component

The duties and goals of the MOS 94Z RC Soldier mirror that of the MOS 94Z AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.