

Chemical, Biological, Radiological, and Nuclear (Career Management Field 74) Career Progression Plan

Chapter 1. Duties

The Chemical Corps' mission is to conduct operations to protect the force and the nation from Weapons of Mass Destruction (WMD)/Chemical, Biological, Radiological, and Nuclear (CBRN) threats and hazards. The CBRN Specialists plan, conduct, and evaluate individual and collective CBRN training and provide technical advice on the entire range of CBRN threats and hazards to commanders at all levels. CBRN Specialists also plan, prepare, and execute CBRN Operations in support of large-scale combat operations (LSCO). CBRN Specialists employ defense systems to include CBRN reconnaissance and surveillance systems (R&S), CBRN decontamination systems, and other CBRN hazard detection, identification, and warning systems. In addition, CBRN Specialists support threat reduction cooperation and security cooperation (SC), WMD interdiction operations, CBRN active defense, conduct WMD elimination operations, CBRN passive defense and CBRN consequence management and all hazards response. The Chemical Corps provides the Army with a highly trained corps of CBRN experts who can assess, protect, and mitigate threats and hazards.

Chapter 2. Transformation

The U.S. modular force incorporates organizational CBRN capabilities into detachment, company, battalion, brigade, division, corps, and Army level echelons. The U.S. Army Chemical Corps' operational concept is to conduct CBRN Operations in support of LSCO to include combating WMD and the Protection Warfighting Function by employing platoon-size CBRN forces and specialized technical elements or teams, task-organized to an appropriate CBRN or other Mission Command HQ. CBRN Specialists are unique because they are experts in countering the full range of CBRN threats and hazards through WMD proliferation prevention, WMD counterforce, CBRN defense, and CBRN consequence management activities, to support the tactical, operational, and strategic objectives of the Army, Joint Forces, and the Nation. Considering recent events and despite international arms control efforts, many governmental and terrorist organizations view CBRN weapons as key instruments of power. Therefore, WMD and homeland security are national concerns, and the CBRN Specialist has stepped up to the high-profile role of CBRN force protection that extends beyond the tactical battlefield to include CBRN defense of key U.S. facilities at home and abroad. Additionally, CBRN Specialists must be prepared to support contingencies from peacetime military engagements to LSCO for their organizations. The complex nature of CBRN Operations requires multi-skilled technical CBRN Soldiers and leaders who can execute an array of interrelated CBRN and warrior tasks. As the Army's organizational structure and mission sets evolve, so must the CBRN Specialist. CBRN Specialists must be physically, mentally, and morally prepared for the stresses generated by sustained, dynamic, and high tempo operations that will characterize unit training and operational deployments in the 21st century.

Chapter 3. Recommend career management self-development by rank

a. Private - Specialist/Corporal.

(1) Soldiers should study and master the following military publications:

STP 21-1-SMCT, TC 4-02.1, AR 670-1, DA PAM 670-1, GTA 03-06-008, GTA 03-08-002, GTA 03-10-001, GTA 03-10-002, ADP 3-0, ADP 3-37, ATP 3-11.32, ATP 3-11.37, ATP 3-11.41, ATP 3-11.46, ATP 3-11.74, FM 3-11, FM 7-22, TM 3-11.32, TM 3-11.91, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following is suggested for self-development: The Soldier Guide TC 7-21.13, and the Army Career Tracker (ACT) website <https://actnow.army.mil> contain additional reading material for self-development.

(3) Civilian education is critical to a Soldier's career, however, the emphasis varies at each level as they progress. The focus should be learning core competencies at this level. College education is a critical piece of the self-development program and CBRN Soldiers should plan their college program using information provided on the Army Credentialing and Continuing Education Service for Soldiers (ACCESS) website <https://armyuniversity.edu/ACCESS/home.aspx>. Colleges accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education. These credit recommendations appear on the service member's Joint Services Transcript (JST) at <https://jst.doded.mil/jst/>.

Soldiers may also enroll in ArmyIgnitED at

<https://armyignited.com/app/> which is an Army program that gives Soldiers the opportunity to pursue a degree program completely online. College Level Examination Program (CLEP) and Defense Activity Non-Traditional Education Support (DANTES) may provide additional opportunities for college credit for previously acquired knowledge or training. The Army e-Learning website

<https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action> and Army Learning Management System (ALMS)

<https://federation.eams.army.mil/pool/sso/authenticate//15?m=GET&p=8378&r=f&u=https%3A%2F%2Fwww.lms.army.mil%2F&x=true> also provide excellent advancements in continued education, leadership, and technical proficiency.

These self-development options are based on the Soldier's own desire to excel and the level at which they are assigned. Ample opportunities exist for Soldiers to participate in various courses to accomplish individual educational objectives. Soldiers may also earn promotion points for Technical Certification; a list of certifications can be found on the Army Credentialing Opportunities On-Line (COOL) website at

<https://www.cool.osd.mil/army/index.htm>. Soldiers with GT scores below 110 should seek to improve their scores through FAST or a BSEP using ArmyIgnitED. Completing additional civilian education courses such as English Composition early will additionally prepare Soldiers for future requirements within the Noncommissioned Officer Professional Development System (NCOPDS). For information on these and other education programs, visit the Army Education Center on your installation.

(4) Competitions and boards such as the Expert Soldier Badge, and Soldier/NCO of the Month/Quarter/Year broaden the knowledge base, instill discipline, and improve the Soldier's ability to demonstrate proficiency and verbally communicate effectively. These competitions and boards should be constant developmental opportunities sought by

Soldiers and NCOs at least through the rank of SFC, not just by Soldiers and Junior NCOs.

(5) Soldiers should enroll in and actively use the ACT individual development plan as a tool to monitor and guide career progression. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for CBRN Soldiers throughout all stages of their career.

(6) DLC 1 must be completed prior to attending the Basic Leader Course (BLC).

b. Sergeant.

(1) The Sergeant (SGT) is a critical leader in CBRN organizations and the advisor to the commander in Conventional/Special Operations formations. Sergeants must demonstrate a high degree of proficiency in MOS skills and competent performance of leadership functions commensurate with their position to effectively train and lead Soldiers. The SGT's career progression relies upon a strong drive to excel in duty performance in addition to the attainment of additional knowledge, skills, and behaviors related to leadership and MOS competency.

(2) In addition to military publications listed previously, Sergeants should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: TC 7-22.7, STP 21-24-SMCT, AR 600-20, AR 623-3, DA PAM 623-3, and all -10 level technical manuals associated with their equipment. Military publications can be accessed through the Army Publishing Directorate (APD) at <https://www.apd.army.mil/>.

(3) Pursuing a college education at this level is not a mandatory requirement, however, Sergeants should seek opportunities to begin pursuit of college credit towards an Associate's Degree. College education is a critical piece of the self-development program and CBRN Soldiers should plan their college program using information provided on the ACCESS website <https://armyuniversity.edu/ACCESS/home.aspx>. Colleges accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education. These credit recommendations appear on the service member's Joint Services Transcript (JST) at <https://jst.doded.mil/jst/>. NCOs can also enroll in ArmyIgnitED at <https://armyignited.com/app/> which is an Army program that gives Soldiers the opportunity to pursue a degree program completely online. NCOs may also earn promotion points for Technical Certification; a list of certifications can be found on the COOL website at <https://www.cool.osd.mil/army/index.htm>. For information on these and other education programs, visit the Army Education Center on your installation.

(4) Competitions and boards such as the Expert Soldier Badge, NCO of the Month/Quarter/Year, and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline, and improve the NCO's ability to demonstrate proficiency and verbally communicate effectively.

(5) Sergeants should enroll in and actively use the ACT individual development plan as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, Sergeants should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize

career progression opportunities for CBRN Soldiers throughout all stages of their career. Sergeants should use these tools when professionally counseling their Soldiers. (6) DLC 2 must be completed prior to attending the Advanced Leader Course (ALC).

c. Staff Sergeant.

(1) Staff Sergeants (SSG) must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties as CBRN Soldiers. This is typically the first level of leadership at which the NCO is responsible for leading other leaders. Staff Sergeants should continue to hone leadership skills and maintain a high proficiency level in their CBRN skills.

(2) In addition to military publications listed previously, Staff Sergeants should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: AR 25-50, AR 600-9, FM 6-0, ATP 3-11.36, and -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment. Staff Sergeants should begin to develop their familiarization with all ADPs, ATPs, and the Unit Combined Arms Training Strategies (CATS). These provide standard unit training strategies to support Department of the Army (DA) units, and to assist unit commanders in developing unit training plans that integrate CBRN skills and situations in Core Mission Essential Task List (CMETL). Military publications can be accessed through the Army Publishing Directorate (APD) at <http://www.apd.army.mil/>

(3) At this stage in their career, while still not a requirement, Staff Sergeant's pursuit of college education should focus on completing an Associate's Degree and begin or continue working on a Bachelor's Degree. Staff Sergeants should plan their college program using information provided on the ACCESS website

<https://armyuniversity.edu/ACCESS/home.aspx> Colleges accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education. These credit recommendations appear on the service member's Joint Services Transcript (JST) at <https://jst.doded.mil/jst/>. NCOs can also enroll in ArmyIgnitED at <https://armyignited.com/app/> which is an Army program that gives Soldiers the opportunity to pursue a degree program completely online. NCOs may also earn promotion points for Technical Certification; a list of certifications can be found on the COOL website at <https://www.cool.osd.mil/army/index.htm>. For information on these and other education programs, visit the Army Education Center on your installation.

(4) Competitions and boards such as the Expert Soldier Badge, NCO of the Month/Quarter/Year, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year significantly broadens the knowledge base, instills discipline, and improves the Staff Sergeant's ability to demonstrate proficiency and verbally communicate effectively.

(5) Staff Sergeants should enroll in and actively use the ACT as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, Staff Sergeants should ensure that their subordinates are enrolled in and understand the functions of the ACT to include the individual development plan. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for CBRN Soldiers throughout all

stages of their career. Staff Sergeants should use these tools when professionally counseling their Soldiers.

(6) DLC 3 must be completed prior to attending the Senior Leader Course (SLC).

d. Sergeant First Class.

(1) Sergeants First Class (SFC) must remain committed to achieving excellence while developing subordinates to be proficient in their duties as CBRN Soldiers and leaders. This is typically the first level of leadership at which the NCO is responsible for developing organizations (platoons/sections). Sergeants First Class should hone their leadership skills which develop organizational leadership such as coordination with adjacent organizations and with echelons above the platoon, while maintaining a high proficiency level in their CBRN skills. As NCOs become more senior in rank, the self-development domain becomes more important. Activities such as professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers.

(2) In addition to military publications listed previously, Sergeants First Class should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: AR 220-1, AR 350-1, AR 750-1, ATP 3-11.23, ATP 3-90.40, all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) SFCs should continue pursuing civilian education by continuing work toward a Bachelor's Degree. A college degree is not required for promotion; however, it can be a deciding factor when it comes to determining the most qualified NCO as it demonstrates the ability to plan and execute self-development while maintaining duty proficiency; an indicator of potential to lead at higher levels. College education is a critical piece of the self-development program, and CBRN Soldiers should plan their college program using information provided on the ACCESS website

<https://armyuniversity.edu/ACCESS/home.aspx>. Colleges accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education. These credit recommendations appear on the service member's Joint Services Transcript (JST) at

<https://jst.doded.mil/jst/>. Sergeants First Class should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website at <https://www.cool.osd.mil/army/index.htm>. For information on these and other education programs, visit the Army Education Center on your installation. Additionally, Sergeants First Class use of these resources provides them with knowledge and experience to assist their subordinates more effectively.

(4) Competitions and boards such as the Expert Soldier Badge, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year significantly broadens the knowledge base, instills discipline, and improves Sergeants First Class ability to demonstrate proficiency and effectively communicate. Sergeants First Class participation in competitions and boards send a strong message to their subordinates and supervisors as to the importance of this aspect of self-development.

(5) Sergeants First Class should still be enrolled in and actively use the ACT individual development plan as a tool to monitor and guide career progression for themselves and

their subordinates. In addition, Sergeants First Class should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for CBRN Soldiers throughout all stages of their career. Sergeants First Class should use these tools when professionally counseling their Soldiers and educate raters and senior raters within their organization to do the same.

(6) DLC 4 must be completed prior to attending the Master Leader Course (MLC).

e. Master Sergeant and First Sergeant.

(1) Master Sergeant/First Sergeant (MSG/1SG) must remain committed to achieving excellence in their organizations by developing subordinates to be proficient in their duties in CBRN formations. This level of leadership requires the NCO to be well grounded in doctrine, responsible for developing organizations (company/staff section) and developing systems to maintain proficiency across a much wider spectrum of areas. MSG/1SGs should demonstrate leadership skills that develop organizational leadership, effective communication, and coordination within and outside the organization, while maintaining a high proficiency level in their own CBRN skills. Activities such as professional development at the brigade/division level, professional reading, functional courses, Joint Publications familiarization, and civilian education help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers above the company level. Limited authorizations and fiercely competitive promotion criteria may dictate the need for distinguishing criteria for selection to SGM. Therefore, it is in the best interest of the MSG/1SG to continue to develop and broaden themselves as well as their organizations to remain highly competitive and to build diverse knowledge, skills, and behaviors required to lead at the SGM/CSM level.

(2) In addition to military publications listed previously, MSG/1SGs should study and be familiar with publications related to equipment and duty skills associated with their current MOS and assignment such as: AR 600–20, AR 601–280, DA Pam 611–21, and AR 840–10. Additionally, the MSG/1SG should demonstrate expertise in execution of Unit Training Management (UTM) and related systems such as Army Training Network (ATN), Digital Training Management System (DTMS), and the Combined Arms Training Strategies (CATS) Development Tool. MSG/1SGs should also continue to explore other distributed learning programs and broaden their focus to include functional training.

(3) MSG/1SGs should continue pursuing civilian education by continuing higher education goals, working toward completion of Bachelor's or higher degree. Continuing civilian education (completion of an Associate's or Bachelor's Degree) is strongly encouraged as a college degree can be a deciding factor when it comes to determining the most qualified NCO, although it is not required for promotion. College education is a critical piece of the self-development program and CBRN Soldiers should plan their college program using information provided on the ACCESS website

<https://armyuniversity.edu/ACCESS/home.aspx>. Colleges accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education. These credit recommendations appear on the service member's Joint Services Transcript (JST). The Army e-Learning website <https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action> and Army Learning Management System (ALMS)

<https://federation.eams.army.mil/pool/sso/authenticate/l/15?m=GET&p=8378&r=f&u=https%3A%2F%2Fwww.lms.army.mil%2F&x=true> provided an excellent educational resource in continued education, leadership, and technical proficiency. Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL website at <https://www.cool.osd.mil/army/index.htm>.

Additionally, MSG/1SGs' use of these resources provide them with knowledge and experience to assist in counseling more effectively and developing their subordinates.

(4) Boards such as the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broadens the knowledge base, instills discipline, and improves the MSG/1SG's ability to demonstrate proficiency, and effectively communicate. MSG/1SGs participation in these boards sends a strong message to their subordinates and supervisors as to the importance of this aspect of self-development.

(5) MSG/1SGs should actively use the Army ACT individual development plan as a tool to monitor and guide career progression both for themselves, and their subordinates. In addition, MSGs/1SGs should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for CBRN Soldiers throughout all stages of their career. MSG/1SGs should use these tools when professionally counseling their Soldiers. It educates and enforces raters and senior raters within the organization to do the same.

(6) DLC 5 must be completed prior to attending the Sergeants Major Academy (SGM-A).

f. Sergeant Major and Command Sergeant Major.

(1) The goal of the Sergeant Major/Command Sergeant Major (SGM/CSM) is to possess an upper-level 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) In addition to military publications listed previously, SGM/CSMs should read publications on their command team's professional reading list, as well as continued individual reading about world politics, geo-political issues, military publications relating to Army operations, and current battle doctrine which enhances the knowledge base of the leader. They should also develop an understanding of internal Army functions, how the Army operates at the strategic level, and within the Joint, Interagency, Intergovernmental, and Multinational environment. This requires the SGM/CSM to be well-read and continually self-reflecting to improve areas for self-development.

(3) SGMs/CSMs should continue to pursue education in the civilian sector (Master's Degree). Furthermore, SGMs/CSMs should ensure and enforce enrollment in and active use of the ACT individual development plan as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, SGMs and CSMs should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for

CBRN Soldiers throughout all stages of their career. SGM/CSMs should enforce use of these tools when subordinates are professionally counseling their Soldiers. This enforcement ensures raters and senior raters within their organization to consistently do the same.

(4) DLC 6 must be completed prior to attending the Nominative Leader Course.

Chapter 4.

Military Occupational Specialty 74D Chemical, Biological, Radiological, and Nuclear Specialist

a. Major Duties.

(1) The CBRN Specialist Professional Development (PD) model informs Soldiers and NCOs how their career path and PD in the Chemical Corps should unfold. To develop CBRN Specialists into professional NCOs, their assignments must focus on leadership positions at the company and battalion levels. Follow-on assignments on BDE and DIV staffs will then add to their overall professional knowledge. In a Table of Organization and Equipment (TOE) unit, an NCO should spend about 65 percent of their assignments at the BN level and below and 35 percent in other duty positions. Experiences on contingency deployments or other real world operational missions are invaluable in preparing NCOs for increased levels of responsibility in an expeditionary Army.

(2) In chapter 2, paragraph 14, of DA PAM 600-25 base document defines assignments Operational, Institutional (Generating) and Broadening. Key assignments for each grade are listed below. Some assignments, by their very nature, offer greater opportunity to gain knowledge and experience. These positions impact the Army and the CBRN mission over the long term and are especially challenging. NCOs should seek more than one of these assignments at each level of their career. NCOs should also seek professionally rewarding, leadership positions of Assistant Team and/or Squad Leader, Team Leader, Squad Leader, Platoon Sergeant, Team Sergeant, Detachment Sergeant, and First Sergeant (1SG). They should round out their careers with company through corps operations experience, generating, select broadening, and joint assignments.

b. Prerequisites. See DA Pam 611–21 in the HRC Smart book located at <https://www.milsuite.mil/book/groups/smartbookdapam611-21>.

c. Goals for development. To ensure that the CBRN Soldier remains the spearhead for warfighting technology for CBRN Defense and Homeland Security. To continue to provide enormous contributions to the nation both in CBRN and non-CBRN support and provide dynamic and flexible NCOs and leaders to the force who are prepared to win on any battlefield across LSCO and Multi-Domain Operations (MDO).

(1) Private - Specialist/Corporal (74D1O).

(a) Institutional training.

Basic Leader Course (BLC)

(b) Operational assignments.

The focus during the early years of a CBRN Specialists' career should be on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. This expertise can be acquired as a CBRN Operations Specialist in a Hazard Assessment Platoon (HAP), Reconnaissance and Surveillance (R&S) Platoon, CBRNE

Response Team (CRT), Decontamination and Reconnaissance Team (DRT), and assist with the Reconnaissance, Selection, and Occupation of Position (RSOP) team. The primary developmental assignment for MOS 74D10 E1- E4 Private-Corporal is as a CBRN Operations Specialist in a Company Battalion/Brigade S3 for 12-24 months. Soldiers may also be assigned as CO/BN/BDE Command Team Drivers, or as Training Specialist or Training Technicians within their echelons, Soldiers may be responsible for administrative tasks that have non-MOS specific training systems such as Defense Travel System (DTS), Digital Training Management System (DTMS), Training Management Scheduling System (TMSS), or may serve to fulfill additional duty requirements. Additionally, CBRN Specialists may have to conduct the following: CBRN Room Operations; operation and maintenance of CBRN equipment; submitting and maintaining CDE reports; training decontamination, reconnaissance and survey teams; training all Soldiers on individual CBRN tasks.

(c) Self-development.

Self-development prepares Soldiers for positions of greater responsibility. Soldiers should visit the ACT to keep up to date on schools, as well as seeking out mentorship from other, more senior Soldiers and NCOs. Skill level 10 Soldiers should actively pursue civilian education focused on earning an Associate's Degree. Soldiers unable to pursue formal education opportunities can utilize CLEP, DANTES, COOL, and ArmyIgnitED to continue pursuing their educational goals.

(d) Additional training.

Technical Escort (L3), CBRN Reconnaissance for BCTs (L6), Ranger (G), Airborne (P), Air Assault (2B), CBRN Responder Course (R), Dismounted CBRN Reconnaissance Course, and Mass Casualty Decontamination Course.

(e) Special assignments.

Nuclear Disablement Team (NDT) is a team of nuclear experts who are equipped and trained to perform missions that support theater and strategic objectives. The NDT supports counter proliferation and elimination objectives by recommending how to dispose of nuclear material and by conducting special nuclear material (SNM) assessments and exploitation.

(2) Sergeant (74D20).

(a) Institutional training.

Advance Leaders Course (ALC).

(b) Operational assignments.

The key developmental assignments are those deemed fundamental to the development of an NCO in their MOS. During this career stage, NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 Warrior Tasks and Battle Drills. Sergeants are also responsible for developing the technical and tactical skills of their individual Soldiers and training their teams to proficiency. Technical expertise can be acquired as a CBRN NCO in nonchemical units. Sergeants should seek positions in chemical companies or detachments as Assistant Squad and/or Team Leaders, to develop their leadership skills. **Key leadership positions are Assistant Squad Leader, Assistant Team Leader, and CBRN NCO (CRD) (SF) (18-30 months).** These positions will prepare junior NCOs for more demanding leadership positions. Specific assignments for **Operating force** are Company CBRN NCO, Assistant Squad Leader, CBRNE

Response Team member, Chemical Reconnaissance Detachment member, Decontamination and Reconnaissance Team Member, and assist with the Reconnaissance, Selection, and Occupation of Position (RSOP) team. Specific assignments for **Generating Force** are as follows: OPS SGT in a BCT/AIT Company for 12-24 months Operations NCO for an Initial Military Training (IMT) company. A CBRN NCO in nonchemical unit you are responsible for CBRN Room Operations which includes operation and maintenance of CBRN equipment, submitting and maintaining CDE reports, training decontamination, reconnaissance and survey teams, and training all Soldiers on individual CBRN tasks.

(c) Self-development.

Soldiers should visit the ACT to keep up to date on schools, as well as seeking out mentorship from other more senior NCOs. Skill level 20 Soldiers begin working on an Associate's Degree. Soldiers unable to pursue formal education opportunities can utilize CLEP, DANTES, COOL, and ArmyIgnitED to continue pursuing their educational goals.

(d) Additional training.

Technical Escort (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (R), Drill Sergeant (X), Recruiter (4), Ranger (G), Airborne (P), Air Assault (2B), Jumpmaster (5W), Mass Casualty Decontamination Course, Force Management Course, Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), and Anti-Terrorism Officer Basic Course.

(e) Special assignments.

Not all special assignments are considered MOS enhancing by the proponent. Although not documented on requirements documents, the Army may require MOS 74D Sergeants to be assigned as: Special Mission Unit (SMU), 75th Ranger Regiment, Drill Sergeant, Recruiter, and Nuclear Disablement Team (NDT). **Broadening assignment.** Although documented for Staff Sergeants, Army requirements may dictate MOS 74D Sergeants serve as Drill Sergeants, Recruiters, 3rd Infantry Regiment (the Old Guard). MOS 74D Sergeants should strive to serve much of their tenure in operating force units.

(3) Staff Sergeant (74D30)

(a) Institutional training.

Senior Leaders Course (SLC).

(b) Operational assignments.

The key developmental assignments are those deemed fundamental to the development of an NCO in their MOS. During this career stage NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 3 Warrior Tasks and Battle drills. This is typically the first level of leadership at which the NCO is responsible for leading other leaders. Additionally, NCOs are charged with taking care of their Soldiers and families in their squad. The scope of this charge includes personal and professional issues. A primary way to do so is to have in-depth knowledge of the programs the Army has available to assist with the process. Technical expertise can be acquired as a CBRN Staff NCO in nonchemical units. Staff Sergeants should seek positions in chemical companies or detachments as Squad and/or Team Leaders and Assistant Team Leaders (CRD) (SF), to develop their leadership skills. **Key leadership positions are Squad Leader, Assistant Team Leader (CRD) (SF), Small Group Leader, and Team Leader (18-30 months).** These

positions will prepare junior NCOs for more demanding leadership positions. Specific assignments for **Operating force** are Assistant Team Leader (CRD) (SF), Squad Leader, Team Leader, CBRN Staff NCO, Chemical Reconnaissance Detachment member, or Decontamination and Reconnaissance Team Member, and assist with the Reconnaissance, Selection, and Occupation of Position (RSOP) team. Specific assignments for **Generating force** are as follows: Drill Sergeant, Recruiter, Observer/Controller, Small Group Leader (SGL), Operations Sergeant (CO/BN), Training Management NCO, Training Developer, Instructor, Tactical (TAC) NCO – Officer Training Department (OTD), and BN S3 NCO.

(c) Self-development.

Soldiers should visit the ACT to keep up to date on schools, as well as seeking out mentorship from other more senior NCOs. Skill level 30 Soldiers should focus on completing an Associate's Degree and begin or continue working on a Bachelor's Degree. Soldiers unable to pursue formal education opportunities can utilize CLEP, DANTES, COOL, and ArmyIgnitED to continue pursuing their educational goals.

(d) Additional training.

Technical Escort (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (R), Drill Sergeant (X), Instructor (8), Training Developer (2), Recruiter (4), Ranger (G), Airborne (P), Air Assault (2B), Jumpmaster (5W), Battle Staff (2S), Mass Casualty Decontamination Course, Force Management Course, Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), and Anti-Terrorism Officer Basic Course.

(e) Special assignments.

Not all special assignments are considered MOS enhancing by the proponent. Although not documented on requirements documents, the Army may require MOS 74D Staff Sergeants to be assigned as: Special Mission Unit (SMU), 75th Ranger Regiment, Defense Threat Reduction Agency (DTRA), 160th SOAR (A), Weapons of Mass Destruction- Coordination Team (WMD-CT), White House Military Office, and Nuclear Disablement Team (NDT). **Broadening Assignments:** Recruiter, Instructor, Drill Sergeant, Small Group Leader (SGL), 3rd Infantry Regiment (the Old Guard), and Security Forces Assistance BDE (SFAB).

(4) Sergeant First Class (74D40)

(a) Institutional training.

Master Leaders Course (MLC).

(b) Operational assignments.

The key developmental assignments are those deemed fundamental to the development of an NCO in their MOS. During this career stage NCOs should focus on the mastering of technical and tactical MOS knowledge, supervisory skills, and Skill Level 4 Warrior Tasks and Battle Drills while focusing broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, and Army operations. While still important, at this phase in their career a NCO has less focus on individual accomplishments, and greater emphasis on building a team and providing value to the organization, self-development becomes more important. This is typically the first level of leadership at which the NCO is responsible for developing organizations (platoons/sections) and directly responsible for a units success. SFCs should seek positions in chemical companies or detachments

as Platoon Sergeant, CBRN Staff NCO (CRT), and Team Leader (CRD) (SF). They should maintain these positions or a combination of these positions cumulative months, to develop their leadership skills. **Key leadership positions are Platoon Sergeant, Team Leader (CRD) (SF), CBRN Staff NCO (CRT) (18-30 months).** These positions will prepare senior NCOs for more demanding leadership positions. Specific assignments for **Operating force** are Platoon Sergeant, CBRN Staff NCO (CRT), Team Leader (CRD) (SF), Decontamination and Reconnaissance Team Leader, CBRN Staff NCO, and Talent Management NCO. Specific assignments for **Generating Force** are as follows: Drill Sergeant, Recruiter, Senior Training Management NCO, Instructor, Senior Small Group Leader, Training Developer, and Operations NCO.

(c) Self-development.

Soldiers should visit the ACT to keep up to date on schools as well as seeking out mentorship from other more senior NCOs. Skill level 40 Soldiers should continue pursuing civilian education by continuing work toward a Bachelor's Degree. Soldiers unable to pursue formal education opportunities can utilize CLEP, DANTES, COOL, and ArmyIgnitED to continue pursuing their educational goals.

(d) Additional training.

Technical Escort (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (R), Drill Sergeant (X), Instructor (8), Training Developer (2), Recruiter (4), Ranger (G), Airborne (P), Air Assault (2B), Jumpmaster (5W), Equal Opportunity Advisor (Q), Sexual Harassment and Assault Response Coordinator-Victim Advocate (SARC) (1B), Inspector General NCO (B), Battle Staff (2S), Mass Casualty Decontamination Course, Force Management Course, Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), and Anti-Terrorism Officer Basic Course.

(e) Special assignments.

Not all special assignments are considered MOS enhancing by the proponent. The Army may require MOS 74D SFCs to be assigned as: Special Mission Unit (SMU), 160th SOAR (A), 75th Ranger Regiment, 3rd Infantry Regiment (the Old Guard), and Training with Industry (TWI). **Broadening assignments:** Recruiter, Senior Drill Sergeant, Senior Small Group Leader (SGL), Equal Opportunity Advisor (EOA), Inspector General NCO, Sexual Harassment and Assault Response Coordinator-Victim Advocate (SARC), and Observer/Coach-Trainers (OC/T).

(5) Master Sergeant and First Sergeant (74D50)

(a) Institutional training.

Sergeants Major Academy (SGM-A)

(b) Operational assignments.

The key developmental assignments are those deemed fundamental to the development of an NCO in their MOS. During this career stage NCOs should focus on training and educating subordinates on Army and organizational programs. Additionally, NCOs need a foundational understanding on "How the Army Runs: Senior Leader Reference" (HTAR). NCOs assist in developing and maintaining a training calendar to create predictability for service members and enable comprehensive Soldier and Family fitness. NCOs are responsible for executing talent management with their organization and are the lead for information dissemination within the unit. MSGs should seek positions in chemical companies or detachments as First Sergeant, Detachment

Sergeant (CRD) (SF), or CRT Team Sergeant. They should maintain these positions or a combination of these positions 18-24 cumulative months, to hone their leadership skills. **Key leadership positions are First Sergeant and Detachment**

Sergeant (CRD) (SF)

Specific assignments for **Operating force** are First Sergeant, Detachment Sergeant (CRD) (SF), Team Sergeant (CRT), CBRN Staff NCO, CBRN OPS SGT, Battalion Operations Sergeant, Special Mission Unit (SMU), Regimental CBRN NCO. Specific assignments for **Generating force** are First Sergeant, Chief Instructor/Writer, Senior Career Management NCO, Operations Sergeant, Senior Training Management NCO, BDE/BN S3 NCO, Course Chief (SLC/ALC).

(c) Self-development.

Soldiers should visit the ACT to keep up to date on schools as well as seeking out mentorship from Senior Leaders. Master Sergeants and First Sergeants should continue pursuing civilian education by continuing higher education goals, working toward completion of Bachelor's or higher degree.

(d) Additional training.

Airborne (P), CBRN Responder (R), Technical Escort (L3), Air Assault (2B), Jumpmaster (5W), Ranger (G), Battle Staff (2S), and CBRN Staff Planners Course, Training Developer (2), Master Fitness Trainer (P5).

(e) Special assignments.

Not all special assignments are considered MOS enhancing by the proponent. The Army may require MOS 74D MSG to be assigned as: Special Missions Units, Joint Special Operations Command (JSOC), Defense Threat Reduction Agency (DTRA), 75th Ranger Regiment, Program Executive Office (PEO), and Enlisted Career Advisor. **Broadening assignments:** Equal Opportunity Advisor (EOA), CBRN Staff Assistant (NATO), Inspector General (IG) NCO.

(6) Sergeant Major/Command Sergeant Major (74D60)

(a) Institutional training.

The Nominative Leader Course qualifies NCOs as Nominative-level CSM/SGM (00Z).

(b) Operational assignments.

The key developmental assignments are those deemed fundamental to the development of an NCO in their MOS. The focus during this phase of an NCO career should be understanding Mission Command and execute the commander's intent through disciplined initiative, supporting the commander's priorities. SGM/CSMs engage key stakeholders and foster strong relationships, across echelons, with agencies within the community and build relationships with peer units and higher headquarters to champion the unit up and out. SGM/CSMs carry out and enforce policies and standards. SGM/CSMs design, implement, and manage an NCO leader development program and are the standard bearers for their organization while serving as a role model for all Soldiers, NCOs and Officers. SGM/CSMs should seek positions in BNs or BDEs as Command Sergeants Major. Key CBRN SGM assignments include BDE through Army staff, Personnel Development SGM, and BN or BDE equivalent CSM. **Key leadership positions are BDE/BN CSM, Branch Immaterial CSM, and USAG CSM (18-30 months).** Specific assignments for **Operating force** are BDE/BN CSM, CBRN SGM (DIV and Corps), Operations SGM, and Operations Sergeant

(Pentagon Force Protection). Specific assignments for **Generating force** are BDE/BN CSM, Chief Career Management NCO, and S3 NCO (Operations SGM).

(c) Self-development.

Continue to pursue education in the civilian sector (Master's Degree).

(d) Additional training.

Airborne (P), Air Assault (2B), Pre-Command Course, Joint Senior Leader Course (JSLC), CBRN Staff Planners Course, and Jumpmaster (5W).

(e) Special assignments.

Not all special assignments are considered MOS enhancing by the proponent. The Army may require MOS 74D SGM to be assigned to Special Mission Units. **Broadening assignments:** Inspector General SGM, Branch SGM, and Sergeants Major Academy (SGM-A) Instructor.

Chapter 6.

Military Occupational Specialty 74D Reserve Component (RC)

The RC CBRN Specialist represents the largest portion of the Chemical Corps. The RC CBRN Specialists must possess the same qualifications and responsibilities as the Active Duty Component. Duty assignments for career progression are parallel to those of the Active Duty Soldier except for OCONUS assignments. The physical location of units may limit the ability to vary assignments during a career, and Soldiers may be forced to travel further from their homes to find a career-enhancing position. NCOPDS Courses are required at all levels for the RC Soldier and are available through Total Army School System (TASS) for institutional-level training. The RC aids our Nation's responders through its ability to be the first military response (each state's ARNG assets) or as follow-on Defense Support to Civil Authorities (DSCA) (USAR or ARNG assets). It is critical for RC CBRN Specialist to obtain and maintain certain national certifications to ensure their usability in this mission area. The RC aids in all peacekeeping and contingency operations. RC units are aligned to combatant commands for wartime missions and are mobilized in part or whole to augment or replace RA forces during wartime. The ARNG WMD Civil Support Teams and RC Civil Support Team, provide career-enhancing assignments and training.