

Communications and information systems operations—contains visual information operations, signal support operations, information systems operations, electromagnetic spectrum management operations and defensive cyberspace operations-internal defensive measures

(CMF 25) Career Progression Plan

Chapter 1. Duties

The Signal Corps is a branch designed to provide network management, Information Assurance (IA), computer network defense, information dissemination management, content staging, electromagnetic spectrum management and Visual Information (VI) support. CMF 25, Communications and Information Systems Operations, has five separate operational areas: VI Operations; Signal Operations; Information Systems Operations (ISO); Electromagnetic Spectrum Management Operations (ESMO); and Defensive Cyberspace Operations (DCO)-Internal Defensive Measures.

Chapter 2. Transformation

The networks and information systems provided by the Signal Regiment are key enablers to and at the center of every ongoing transformation effort in the U.S. military. CMF 25, the Signal Regiment, recognizes that communications play an ever-increasing and critical role in global military operations, and it supports this requirement while maintaining flexibility and fluidity during the transformation process and is changing more rapidly than the other traditional war fighting functions.

Chapter 3. Recommended career management self-development, by rank

a. Private E–1: Specialist/Corporal.

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.

(1) Soldiers should study and master the following military publications: STP 21–24–SMCT; TC 4-02.1; AR 670–1; FM 3–96; all field level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(2) The following is suggested for self-development: TC 7–22.7, Army Knowledge Online (AKO) at <https://www.us.army.mil>, and Army Training Network at <https://atn.army.mil/>, which contain additional reading material for self-development.

(3) 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. 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 Armed Services Vocational Aptitude Battery (ASVAB) scores below 100 should seek to improve their scores through Basic Skills Education Program (BSEP) classes, part of 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.

(4) The Army Correspondence Course Program (ACCP) also provides excellent educational advancements in continued education, leadership and technical proficiency, and is provided through ATRRS Self-development or Army e-Learning (<https://www.atrrs.army.mil>). Education

opportunities can be found at the Army Continuing Education System (ACES) Website. CLEP and the 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 Signal Soldiers should plan their college program around a degree that relates to their MOS using information provided on the Service member Opportunity College-Army Degrees (SOCAD) Website. Soldiers may also enroll in GOARMYED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

(5) Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(6) Soldiers may also earn promotion points for technical certification; a list of certifications can be found on the Army IgnitED website. For information on these and other education programs, visit the education center on your installation.

b. Sergeant.

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

(2) SGTs should study and master the following military publications: STP 21-24-SMCT; ADP 7-0; FM 6-22; all field level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following is suggested for self-development: TC 7-22.7, Army Knowledge Online (AKO) at <https://www.us.army.mil>, and Army Training Network at <https://atn.army.mil/>, which contain additional reading material for self-development.

(4) The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SGTs willing to make the required sacrifices should seize the available opportunities. 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 SOCAD Website.

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

(6) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Website.

(7) Sergeants may also earn promotion points for technical certification, a list of certifications can be found on the Army IgnitED website. For information on these and other education programs, visit the education center on your installation.

c. Staff Sergeant.

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

(2) The following is suggested for self-development: TC 7-22.7, Army Knowledge Online (AKO) at <https://www.us.army.mil>, and Army Training Network at <https://atn.army.mil/>, which contain additional reading material for self-development.

(3) The OPTEMPO of operational assignments may limit the opportunity for civilian education. Pursuing a college education, from a degree producing institution, 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 SOCAD

Website. These self-development options are based on the SSG's own desire to excel. Ample opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Website.

(5) Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for technical certification, a list of certifications can be found on the Army IgnitED website. For information on these and other education programs, visit the education center on your installation.

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

(2) The following is suggested for self-development: TC 7-22.7, Army Knowledge Online (AKO) at <https://www.us.army.mil>, and Army Training Network at <https://atn.army.mil/>, which contain additional reading material for self-development.

(3) 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 SFC should have completed an associate degree by 12 years and continue studies towards an upper level degree. The SFC must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army operations, and battle staff functions should be emphasized as essential to a SFC.

(4) The ACCP also provides excellent educational advancements in continued education, leadership and technical proficiency. Education opportunities can be found at the ACES Website.

(5) Active duty NCOs at this grade are eligible for the Training With Industry (TWI) program (see AR 621-1). Soldiers should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. Soldiers may also earn promotion points for technical certification, a list of certifications can be found on the Army IgnitED website. For information on these and other education programs, visit the education center on your installation.

e. Master Sergeant/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. A college degree is not required for promotion but can be a deciding factor when it comes to the best qualified. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM.

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

(3) Master Sergeants/First Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These Soldiers should recognize their role as a SNCO and pursue functional course offerings from various sources

that will enhance their understanding of how the Army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The ACCP provides an excellent educational resource in continued education, leadership, and technical proficiency.

(5) Active duty NCOs at this grade are eligible for the TWI program (see AR 621–1). Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the Army IgnitED website.

f. Sergeant Major/Command Sergeant Major.

(1) The goal of the SGM/CSM is to continually seek activities like professional reading or college courses. These help the SNCO develop organizational leadership skills needed to coach, teach, and mentor Soldiers. Outstanding communication 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 represent the command or Army in civic functions. The SGM/CSM should continue to seek college education, from a degree producing institution, related to their MOS.

(2) The SGM/CSM should read publications on the chain of command' professional reading list. TC 7–22.7, AKO, and Army Training Network at <https://atn.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 ACCP provides an excellent educational resource in continued education, leadership, and technical proficiency.

(4) Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the Army IgnitED website.

Chapter 4. Military occupational specialty 25M Multimedia Illustrator

a. Major duties. See DA Pam 611–21 Smartbook for details.

b. Prerequisites. See DA Pam 611–21 Smartbook for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers and NCOs of the Signal Corps the intent for their career pattern and professional development (PD). Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. Soldiers should continuously seek to improve their basic Soldiering skills and hone their technical craft utilizing writing, photography, illustration, and video skills and maintenance/repair; while starting to pursue a basic understanding of the Military Decision Making Process (MDMP) and an awareness of higher headquarters communication priorities. To develop Multimedia Illustrators, their assignments must focus on demanding roles such as Team Chief and section NCOIC. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty) whenever possible. This will ensure necessary diversity throughout their career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue battalion, brigade, or above level experience. Soldiers should pursue key leadership, key development, Generating Force, Broadening, and Special assignments. NCOs should continue building tactical leadership techniques while learning organizational leadership techniques; military history, and Army and Joint VI doctrine. NCOs perform duties described in the preceding skill levels and must be tactical and technical experts. NCOs provide expert guidance to subordinates and superiors, and conduct themselves as experts in the accomplishment of their duties. NCOs supervise the administration of Army information related programs and actions, supervise and review communication products for release, and prepare work schedules/assign tasks based on requirements. Soldiers can distinguish themselves

through the annual HQDA MG Keith L. Ware (KLW) Communications Awards Competition. Soldiers who compete in, and win, demonstrate their ability to excel in both their Soldiering skills (APFT/ACFT, 12-mile ruck march, weapons qualification) and their MOS specific skills. NCOs can further distinguish themselves through distinctive service resulting in the award of the Bronze Order of Mercury. Soldier boards such as "NCO of the Quarter" and "NCO of the Year" and the SGT Audie Murphy/SGT Morales Clubs broaden the knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

(l) Private E-1–Specialist/Corporal

(a) Institutional Training. Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL. Obtaining recognition as the Distinguished Honor Graduate, Distinguished Leader, Honor Graduate, or Commandant's List at the Basic Leaders Course should be the goal of all CMF 25 Soldiers.

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Multimedia Illustrators with a tactical VI unit background, (to enhance technical and operational expertise), is recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. Completion of DLC Level 1 is a prerequisite for attendance at BLC. Priority goes to SGT and SPC(P) who have not yet attended. DLC 1 tasks are primarily focused at the team level. Under guided self-development (GSD), Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTEs. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the Army Training Support Center (ATSC) Website.

(d) Additional training. Airborne, Digital Multimedia Course, Intermediate Motion Media Course (IMMC), Army Combatives Level I and II. Active duty SPC/CPLs through SSG are eligible to compete for the Military Visual Journalism broadening opportunity at Syracuse University's Newhouse School. SPC/CPLs who earn a place in this program learn advanced technical MOS skills.

(e) Suggested Army correspondence courses: None.

(f) Key Leadership Positions. Soldiers should pursue leadership positions within Operational Units as a Team Chief or Section NCOIC. Refer to the TDM.

(g) Key Development Positions. Soldiers should pursue positions at Battalion and higher level equivalent, and Combat Training Center (CTC) which enhance technical expertise, and therefore, are recommended. Refer to the TDM.

(h) Generating Force Assignments. None.

(i) Special Assignments. Old Guard, Joint Communication Support Element (JCSE), White House Communication (WHCA), Army Multimedia and Visual Information Directorate (AMVID).

(j) Army Career Degree. Pursuing an Associate's Degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass

Communication, Audio Visual Engineering, and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant

(a) *Institutional training.* Basic Leader Course (BLC) is conditional for promotion to SGT under the Select, Train, Educate, Promote (STEP) program; Advanced Leader Course (ALC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions to gain leadership experience such as Multimedia Illustrator, with a tactical unit, at every opportunity.

(c) *Self-development.* DLC 2 completion is a prerequisite of attending ALC. The STEP program allows only SGT(P) to attend ALC. Priority goes to SSG and SGT(P) who have not yet attended. Effective January 1, 2016, promotion to SSG requires Soldiers to complete ALC before pinning on the rank of SSG. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, the NCO and the chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the Army Training Support Center (ATSC) Website.

(d) *Additional training.* Airborne, Digital Multimedia Course (DMC), Intermediate Motion Media Course (IMMC) and Content Management Course (CMC), Army Combatives Level I and II, Combat Camera Leadership Course (CCLC). Active duty SPC/CPLs through SSG are eligible to compete for the Military Visual Journalism broadening opportunity at Syracuse University's Newhouse School.

(e) *Suggested Army correspondence courses:* None.

(f) *Key Leadership Positions.* NCOs should pursue leadership positions within an Operational Unit as a Team Chief or Section NCOIC and Squad Leader. Refer to the TDM.

(g) *Key Development Positions.* NCOs should pursue positions as Instructor/Writer, and VI Operations at the Battalion, Brigade and Joint level. Refer to the TDM.

(h) *Generating Force Assignments.* DINFOS Instructor, Observer Controller/Trainer NCO, Drill Sergeant.

(i) *Broadening Assignments.* SGTs should pursue broadening assignments as with the Training With Industry (TWI) Program, White House Communication Agency (WHCA), Joint Communication Support Element (JCSE). Refer to TDM.

(j) *Special Assignments.* Old Guard, Army Multimedia and Visual information Directorate (AMVID).

(k) *Army Career Degree.* Pursuing an Associate's Degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(1) *Army Credentialing Opportunities*. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Staff Sergeant*

(a) *Institutional training*. Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments*. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, have technical expertise, and lay a foundation of tactical knowledge during this phase of their career. At every opportunity NCOs should seek positions to gain leadership experience such as Multimedia Illustrator NCO or Section NCOIC with a tactical VI unit, duty at the CTC or SO Command to enhance technical and operational expertise.

(c) *Self-development*. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG(P) will be enrolled automatically in DLC 4 upon completion of SLC. Completion of DLC Level 3 is a prerequisite for attendance at SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Website.

(d) *Additional training*. Digital Multimedia Course, Airborne, Combat Camera Leader Course (CCLC), Jump Master, Visual Information Management Course (VIM), Intermediate Motion Media Course (IMMC), Content Management Course, Instructor Training Course, and Battle Staff Course (BSC), Lean Six Sigma Green Belt. Suggested Army correspondence courses: None.

(e) *Key Leadership Positions*. SSGs should pursue leadership positions within an Operational Unit as a Team Chief or Section NCOIC and Squad Leader. Refer to the TDM.

(f) *Key Development Positions*. SSGs should pursue positions as Instructor/Writer and VI Operations at the Battalion, Brigade, and Joint level. Refer to the TDM. Refer to the TDM.

(g) *Generating Force Assignments*. SSGs should pursue broadening assignments as a DINFOS Instructor, Observer Controller/Trainer NCO, Recruiter, or Drill Sergeant. Refer to TDM.

(h) *Broadening Assignments*. SSGs should pursue broadening assignments within Strategic Organizations like WHCA, and TWI.

(i) *Special Assignments*. Old Guard, JCSE, AMVID, Special Mission Unit (SMU).

(j) *Army Career Degree*. *Pursuing a Bachelor's degrees in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering Degree and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS.* See SOCAD Army Career Degree Program.

(k) *Army Credentialing Opportunities*. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant First Class*. (See Chapter 13-1 for 25Z)

Chapter 5. Military occupational specialty 25M professional development model

Access to the "Career Maps" is from the ACT Website. They are located under the Plan/Professional Development Model tab at the following Web address:
<https://actnow.army.mil>.

Chapter 6. Military occupational specialty 25M Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure

and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the type of units in which RC Soldiers may serve, Total Army Training System (TATS) and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 7. Military occupational specialty 25R Visual Information Equipment Operator-Maintainer

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps' intent for their career pattern and PD plan. Junior enlisted Soldiers should continuously seek to improve their basic Soldiering skills and hone their writing, photography, illustration and video skills while starting to pursue a basic understanding of the Military Decision Making Process (MDMP) and an awareness of higher headquarters communication priorities. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop VI Equipment Operator-Maintainers their assignments must focus on demanding roles such as Team Chief and Section NCOIC. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty) whenever possible. This will ensure necessary diversity throughout their career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue key leadership, Key development, Generating Force, Broadening, and Special assignments. NCOs should mentor junior enlisted Soldiers to compete in Soldier boards at all levels. SGTs should compete in NCO boards such as "NCO of the Quarter" and "NCO of the Year." Organizations such as SGT Audie Murphy and SGT Morales Clubs broaden the NCOs knowledge base, instill discipline, and improve their ability to communicate verbally. SGTs can further distinguish themselves by earning the Expert Soldier Badge and by competing in the Army Best Warrior Competition. VI NCOs should seek demanding jobs such as Operations Sergeant and serve in special or joint assignments. Soldiers can distinguish themselves through the annual HQDA MG Keith L. Ware (KLW) Communications Awards Competition. Soldiers who compete in and win demonstrate their ability to excel in both their Soldiering skills (APFT/ACFT, 12-mile ruck march, weapons qualification) and their MOS specific skills. NCOs can further distinguish themselves through distinctive service resulting in the award of the Bronze Order of Mercury.

(1) Private E-1–Specialist/Corporal

(a) Institutional Training. Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL. Obtaining recognition as the Distinguished Honor Graduate, Distinguished Leader, Honor Graduate, or Commandant's List at the Basic Leaders Course should be the goal of all CMF 25 Soldiers.

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as VI Equipment Operator- Maintainer with a tactical unit to enhance technical and operational expertise is recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months

time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the ATSC Website.

(d) Additional training. Airborne, Army Combatives Level I and II. Broadcast Radio and Television Systems Maintenance. Suggested Army correspondence courses: None

(e) Key Leadership Positions. Soldiers should seek responsibility and take advantage of opportunities that display leadership skills, initiative, and motivation. Soldiers should pursue assignments in Special Operations Command.

(f) Key Development Positions. Soldiers should pursue positions at Battalion and higher level equivalent, or Combat Training Center (CTC) which can enhance technical expertise, and therefore, are recommended. Refer to the TDM.

(g) Broadening Assignments. WHCA.

(h) Special Assignments. AMVID

(i) Army Career Degree. Pursuing an Associate's Degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(j) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant

(a) Institutional training. Basic Leader Course (BLC) is conditional for promotion to SGT under STEP; Advanced Leader Course (ALC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. During this phase of a career, NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions to gain leadership experience such as Multimedia Illustrator, with a tactical unit, at every opportunity.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. Completion of DLC Level 2 is a prerequisite for attendance at ALC. Priority goes to SSG and SGT(P) who have not yet attended. Effective January 1, 2016, promotion to SSG requires Soldiers to complete ALC before pinning on the rank of SSG. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB

scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Airborne, Jumpmaster, Broadcast Radio and Television Systems Maintenance Course, Army Combative Level I and II. Suggested correspondence courses: None.

(e) *Key Leadership Positions.* NCOs should pursue leadership positions within an Operational Unit as a Team Chief or Section NCOIC and Squad Leader. Refer to the TDM.

(f) *Key Development Positions.* NCOs should pursue positions as an Instructor/Writer, and in CTC. Refer to the TDM.

(g) *Generating Force Assignments.* DINFOS Instructor, Observer Controller/Trainer NCO, Drill Sergeant.

(h) *Broadening Assignments.* SGTs should pursue broadening assignments as with the TWI Program, WHCA, and JCSE. Refer to TDM.

(i) *Special Assignments.* AMVID.

(j) *Army Career Degree.* Pursuing an Associate's Degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Staff Sergeant*

(a) *Institutional training.* Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as VI Operator- Maintainer NCO or squad leader with a tactical VI unit, duty at the CTC or SO command, for example, MISO to enhance technical and operational expertise at every opportunity.

(c) *Self-development.* Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. Completion of DLC Level 3 is a prerequisite for attendance at SLC. Priority goes to SFC and SSG(P) who have not yet attended. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD Website.

(d) *Additional training.* Broadcast Radio and Television Systems Maintenance, Airborne, and Battle Staff Course (BSC), Visual Information Management Course, Lean Six Sigma Green Belt.

(e) *Key Leadership Positions.* SSGs should pursue leadership positions within Operational Units as a Team Chief or Section NCOIC. Refer to the TDM.

(f) *Key Development Positions.* SSGs should pursue positions as an Instructor/Writer, and in Army Special Operations. Refer to the TDM.

(g) *Generating Force Assignments.* SSGs should pursue broadening assignments as a DINFOS Instructor, Observer Controller/Trainer NCO, Recruiter or Drill Sergeant. Refer to TDM.

(h) *Broadening Assignments.* SSGs should pursue broadening assignments as a WHCA and TWI.

(i) *Special Assignments.* DMA, AMVID.

(j) *Army Career Degree.* Pursuing a Bachelor's Degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass

Communication, Audio Visual Engineering and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED Website located at <https://www.armyignited.com>.

(4) Sergeant First Class. (See Chapter 13-1 for 25Z).

Chapter 8. Military occupational specialty 25R professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the Plan/Professional Development Model tab at the following Web address:
<https://actnow.army.mil>.

Chapter 9. Military occupational specialty 25R Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region.

Chapter 10. Military occupational specialty 25V Combat Documentation/Production Specialist

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps’ intent for their career pattern and PD plan. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. Soldiers should continuously seek to improve their basic Soldiering skills and hone their technical craft utilizing multimedia, photography, illustration, and video skills; while starting to pursue a basic understanding of the Military Decision Making Process (MDMP) and an awareness of higher headquarters communication priorities. To develop Combat Documentation/Production SPC their assignments must focus on demanding roles such as Team Chief and Section Chief. Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Soldiers should pursue battalion, brigade, or above level experience. Soldiers should pursue key leadership, Key Development, Generating Force, Broadening, and Special assignments. NCOs should continue building tactical leadership techniques while learning organizational leadership techniques, military history, and Army and Joint VI doctrine. NCOs perform duties described in the preceding skill levels and must be tactical and technical experts. NCOs provide expert guidance to subordinates and superiors, and conduct themselves as experts in the accomplishment of their duties. NCOs supervise the administration of Army information related programs and actions, supervise and review communication products for release, and prepare work schedules/assign tasks based on requirements. Soldiers can distinguish themselves through the annual HQDA MG Keith L. Ware (KLW) Communications Awards Competition and DOD level Best of Combat Camera (COMCAM) competition. Soldiers who compete in, and win, demonstrate their ability to excel in both their Soldiering skills (APFT/ACFT, 12-mile ruck march, weapons qualification) and their MOS specific skills. NCOs can further distinguish themselves through distinctive service

resulting in the award of the Bronze Order of Mercury. Follow-on assignments at the brigade and division level staff or equivalent will add to their overall professional knowledge. Whenever possible Soldiers should avoid repetitive assignments outside of the MOS (for example, going from Drill Sergeant to Recruiter duty). This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) Private E-1–Specialist/Corporal

(a) Institutional Training. Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL. Obtaining recognition as the Distinguished Honor Graduate, Distinguished Leader, Honor Graduate, or Commandant's List at the Basic Leaders Course should be the goal of all CMF 25 Soldiers.

(b) Operational assignments. A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments as a Combat Documentation/ Production SPC, or COMCAM Documentation SPC, with a tactical unit or duty at the CTC, can enhance technical expertise and therefore are recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses, CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the ATSC Website.

(d) Additional training. Airborne, Digital Multimedia Course, Intermediate Motion Media Course, Army Combative Level I and II. Active duty SPC/CPLs through SSG are eligible to compete for the Military Visual Journalism broadening opportunity at Syracuse University's Newhouse School. SPC/CPLs who earn a place in this program learn advanced technical MOS skills. Suggested Army correspondence courses: None.

(e) Key Leadership Positions. Soldiers should seek responsibility and take advantage of opportunities that display leadership skills, initiative, and motivation. Soldiers should pursue assignments in Special Operations Command.

(f) Key Development Positions. Soldiers should pursue positions at Battalion and higher level equivalent, and in CTC. Refer to the TDM.

(g) Broadening Assignments. WHCA.

(h) Special Assignments. AMVID.

(i) Army Career Degree. Pursuing an Associate's degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Audio Visual Engineering, Mass Communication, Graphic Communication Degree and Adobe Creative Cloud Certifications will promote lifelong learning skills for Soldiers in this MOS. See SOCAD Army Career Degree Program.

(j) Army Credentialing Opportunities. Credentialing opportunities are available at the Army

IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant

(a) Institutional training. Basic Leader Course (BLC) is conditional for promotion to SGT under STEP; Advanced Leader Course (ALC); Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions to gain leadership experience such as Multimedia Illustrator with a tactical unit at every opportunity.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. The STEP Program allows only SGT(P) to attend ALC. Completion of DLC Level 2 is a prerequisite for attendance at ALC. Priority goes to SSG and SGT(P) who have not yet attended. Effective January 1, 2016, promotion to SSG requires Soldiers to complete ALC before pinning on the rank of SSG. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT (P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(a) Additional training. Airborne, Intermediate Motion Media Course, Digital Multimedia Course, Army Combatives Level I and II. Active duty SPC/CPLs thru SSG are eligible to compete for the Military Visual Journalism broadening opportunity at Syracuse University's Newhouse School. SPC/CPLs who earn a place in this program learn advanced technical MOS skills. Suggested Army correspondence courses: None.

(b) Key Leadership Positions. SGTs should pursue leadership positions within an Operational unit as a Team Chief or Section NCOIC. Refer to the TDM.

(c) Key Development Positions. SGT's should pursue positions at Brigade and Joint level, and in CTC. Refer to the TDM.

(d) Generating Force Assignments. SGTs should pursue broadening assignments as a DINFOS Instructor, Observer Controller/Trainer NCO, Drill Sergeant. Refer to TDM.

(e) Broadening Assignments. SGTs should pursue broadening assignments as within WHCA and TWI. Refer to TDM.

(f) Special assignments. AMVID, Bethesda Medical Photographer.

(g) Army Career Degree. See SOCAD Army Career Degree Program

(h) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Staff Sergeant

(a) Institutional training. Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs, at every opportunity should seek positions to gain leadership experience such as combat documentation/production

NCO or squad leader with a tactical VI unit, duty at the CTC or SO command, for example, MISO, to enhance their technical and operational expertise.

(c) Self-development. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG(P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Website.

(d) Additional training. Digital Multimedia Course, Airborne, Combat Camera Leader Course (CCLC), Jump Master, Visual Information Management Course (VIM), Intermediate Motion Media Course (IMMC), Content Management Course, Instructor Training Course, and Battle Staff Course (BSC), Lean Six Sigma Green Belt. Suggested Army correspondence courses: None.

(e) Key Leadership Positions. SSGs should pursue leadership positions within an Operational Unit as a Team Chief or Section NCOIC and Squad Leader. Refer to the TDM.

(f) Key Development Positions. SSGs should pursue positions as Instructor/Writer and VI Operations at the Battalion, Brigade and Joint level. Refer to the TDM. Refer to the TDM.

(g) Generating Force Assignments. SSGs should pursue broadening assignments as a DINFOS Instructor, Observer Controller/Trainer NCO, Recruiter or Drill Sergeant. Refer to TDM.

(h) Broadening Assignments. SSGs should pursue broadening assignments within Strategic Organizations like WHCA, and TWI.

(i) Special Assignments. JCSE, AMVID, SMU.

(j) Army Career Degree. Pursuing a Bachelor's degree in *Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering Degree and Adobe Creative Cloud (CC) Certification* will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(l) Sergeant First Class. (See Chapter 13-1 for 25Z.)

Chapter 11. Military occupational specialty 25V professional development model

Access to the "Career Maps" is from the ACT Website. They are located under the "Plan/Professional Development Model" tab at the following Web address: <https://actnow.army.mil>.

Chapter 12. Military occupational specialty 25V Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 13. Military occupational specialty 25Z Visual Information Operations Chief

- a. *Major duties.* See DA Pam 611–21 for details.
- b. *Prerequisites.* See DA Pam 611–21 for details.
- c. *Goals for development.* The purpose of the Career Progression Plan is to inform NCOs of the Signal Corps' intent for their career pattern and PD. SNCOs should steadily increase their technical and basic Soldiering attributes. SNCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop VI Operations Chiefs into professional NCOs, their assignments must focus on the challenging and demanding jobs such as Section Sergeant, Platoon Sergeant, First Sergeant or other supervisory positions. Signal SNCOs should seek the demanding jobs such as VI Operation NCO and serve in special or joint assignments. Follow-on assignments at the Combatant Command (COCOM), brigade and division level staff or equivalent will add to their overall professional knowledge. NCOs should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army. NCOs should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should pursue battalion, brigade or above level experience.

(1) Sergeant First Class

- (a) *Institutional training.* Master Leader Course (MLC). Successful graduation with honors from this course may be a significant promotion factor.
- (b) *Operational assignments.* SFC should seek assignments as a VI Supervisor, VI Operations Sergeant, Platoon Sergeant, VI Liaison NCO in a Signal VI Company (tactical VI unit), Senior VI NCO on a Division or installation staff, or within SO command.
- (c) *Self-development.* Under DLC, Sergeants First Class are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant. DLC 4 tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. A SFC should complete at least four years of college prior to eligibility for the Master Sergeant Board. Upon selection for promotion to Master Sergeant, Sergeants First Class (P) must attend Master Leader Course to be promoted under the STEP program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.
- (d) *Additional training.* Airborne, Digital Multimedia Course, VI Management Course, Combat Camera Leaders Course (CCLC), Training With Industry (TWI) and BSNCO, Lean Six Sigma, Project Management, Joint Contingency PA Course (JCPAC), Joint Special Operations PA Course (JSOPAC), the Social Media Manager Strategy Course. Suggested Army correspondence courses: Senior Enlisted Joint PME Course.
- (e) *Key Leadership Positions.* SFC should pursue leadership positions within an Operational Unit as a Detachment SGT and Platoon SGT. Refer to the TDM.
- (f) *Key Development Positions.* SFC should pursue positions at Battalion, Brigade or Division level equivalent as a Visual Information Supervisor, AFN Ops, and in Army Special Operations. Refer to the TDM.
- (g) *Generating Force Assignments* SFC should pursue broadening assignments as a Recruiter, Drill Sergeant, DINFOS Instructor/Writer
- (h) *Broadening Assignments.* SFCs should pursue broadening assignments as a DMA (Riverside), TWI, WHCA. Refer to TDM.
- (i) *Special assignments.* HRC Career Advisor, Drill Sergeant Leader, IG NCO, EOA, SARC,

WHCA and AMVID.

(j) Army Career Degree. Pursuing a Bachelor's degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering Degree and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Master Sergeant/First Sergeant

(a) Operational assignments. MSG should seek assignments as First Sergeant in a Signal VI company (tactical VI unit), SO command, for example, MISO, Chief VI NCO on a Corps or major command staff, VI OPS NCO, VI Planner, or VI Supervisor at one of the CTCs.

(b) Self-development. Completion of DLC Level 4 is a prerequisite for attendance at MLC. MLC is a branch-immaterial course that provides an opportunity for Soldiers selected for promotion to MSG to acquire the leader skills required for success at both troop and staff assignments throughout the defense establishment. MLC is now a prerequisite for promotion to MSG. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. A MSG should complete a Master's Degree prior to eligibility for the Master Sergeant Evaluation Board.

(c) There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(d) Additional training. Airborne, Digital Multimedia Course, VI Management Course, VI-Distance Learning, Combat Camera Leaders Course (CCLC), Intermediate Videography Course (IVC), Training With Industry (TWI) and BSNOC. Suggested Army correspondence courses: None.

(e) Key Leadership Positions. MSGs should pursue leadership positions within Operational units as a First Sergeant and Operation SGT. Refer to the TDM.

(f) Key Development Positions. MSGs should pursue positions at Brigade or Division level equivalent as a Senior Visual Information NCO, and AFN Ops. Refer to the TDM.

(g) Generating Force Assignments None.

(h) Broadening Assignments. MSGs should pursue broadening assignments as an Instructor/Writer (MLC), Senior VI Career Management NCO, WHCA. Refer to TDM.

(i) Special assignments. HRC Career Advisor, IG NCO, EOA and AMVID.

(j) Army Career Degree. Pursuing a Bachelor's degree in Organizational Leadership, Adult Education Learning, Digital Media and Web Technology, Graphic Communication, Mass Communication, Audio Visual Engineering Degree and Adobe Creative Cloud (CC) Certification will promote lifelong learning skills for this MOS. See SOCAD Army Career Degree Program.

(k) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Sergeant Major/Command Sergeant Major

(a) Completion of DLC Level 4 is a prerequisite for attendance at SMC. MSG promotable only, will attend SMC. Promotion to SGM requires Soldiers to complete SMC before pinning on the rank of SGM. The SMC is a ten-month resident course conducted at Fort Bliss, TX. Selected individuals may complete the SMC by corresponding studies. Attendance to resident or non-resident training is determined by a Department of the Army Selection Board. Soldiers selected will attend the next resident SMC. Soldiers may be deferred for compassionate or medical reasons, but they may not decline once selected. SGMs should have a Master's degree and should continue in courses to obtain a Doctorate degree.

(b) Additional training. VI Management Course, Army Force Management School, Senior Enlisted Joint PME Course and Executive Leader Nominative Leaders Course, DLC 6, and Pre-Command Course. SGMs are also able to attend JIPAC, and JCPAC Course.

(c) Suggested Army correspondence courses: How the Army Runs (HTAR), Force Management Course, and Capabilities Development Course.

(d) *Key Leadership Positions*. SGMs should pursue leadership positions at Battalion and Brigade level CSM.

(e) *Key Development Positions*. SGMs should pursue key developmental positions at Battalion, Brigade or equivalent as the Operations SGM.

(f) *Broadening Assignments*. SGMs/CSMs should pursue broadening assignments as an Instructor at USASMA, VI Proponent SGM.

(g) *Self-development*. See Chapter 3, paragraph (f).

(h) *Special assignments*. HRC Branch SGM, AC/RC Advisor, White House Fellowship.

(i) *Army Career Degree*. See SOCAD Army Career Degree Program.

(j) *Army Credentialing Opportunities*. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

Chapter 14. Military occupational specialty 25Z professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “Plan/Professional Development Model” tab at the following Web address:
<https://actnow.army.mil>.

Chapter 15. Military occupational specialty 25Z Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military OPS. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 16. Military occupational specialty 25C Radio Operator-Maintainer

a. *Major duties*. See DA Pam 611–21 for details.

b. *Prerequisites*. See DA Pam 611–21 for details.

c. *Goals for development*. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps’ intent for their career pattern and PD. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Radio Operator-Maintainers into professional Soldiers, their assignments must focus on the challenging and demanding jobs such as Team Chief, Section Chief, and Platoon Sergeant. Senior NCOs should seek challenging positions such as Platoon Sergeant, First Sergeant or other leadership positions and serve in special and joint assignments. Soldiers should seek the demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside their MOS (for example, going from Drill Sergeant to Detailed Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible that repetitive assignments will occur to meet the needs of the Army, but Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *Private E–1: Specialist/Corporal*.

(a) *Institutional Training*. Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL.

(b) Operational assignments. Soldiers should focus on building a strong base of technical expertise in equipment, basic MOS skills and common Soldier tasks during the early years of a career. Assignments such as Radio Operator- Maintainer, Enhanced Position Location and Reporting System (EPLRS) Network Manager Operator-Maintainer and Enhanced Ground/Grid Reference Unit Operator enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp>.

(d) Additional training. Airborne, Air Assault, and EPLRS Network Manager Operator-Maintainer (ASI T2) Courses. Suggested Army correspondence courses: Single Channel Radio Operator Course and the Radio Operator Maintainer Course.

(e) Special assignments. None.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant.

(a) Institutional Training. Advanced Leader Course. Successful graduation with honors from this course could be a significant promotion factor.

(b) Operational assignments. During this phase of a career NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs at every opportunity, should seek the positions that allow them to gain leadership experience such as Senior Radio Operator-Maintainer and Senior Enhanced Ground/Grid Reference Unit Operator.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3.

(d) Additional training. EPLRS Network Manager Operator-Maintainer (ASI T2), Airborne, and Air Assault. Suggested Army correspondence courses: Single Channel Radio Operator Course; Radio Operator Maintainer Course.

(e) Special assignments. None.

(f) Army Career Degree. See SOCAD Army Career Degree Program

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Staff Sergeant.

(a) Institutional training. Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Radio Supervisor, EPLRS, NCS Supervisor, Radio Section Chief, EPLRS Plans/Operations NCO and Radio Operations NCO at every opportunity.

(c) Self-development. Under DLC, all SSGs who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. NCOs should complete DLC 3 after graduating ALC and prior to graduating SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) Additional training. EPLRS Network Manager Operator-Maintainer (ASI T2), Airborne, Air Assault, and BSNCO. Suggested Army correspondence courses: Single Channel Radio Operator Course and the Radio Operator Maintainer Course.

(e) Special assignments. AIT Platoon Sergeant, Drill Sergeant, WHCA, Detailed Recruiter, Instructor/Writer, AC/RC Advisor, ALC Small Group Leader.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) Sergeant First Class/Master Sergeant. (See para 11–40.)

Chapter 17. Military occupational specialty 25C professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “Plan/Professional Development Model” tab at the following Web address: <https://actnow.army.mil>.

Chapter 18. Military occupational specialty 25C Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within a unit of assignment as the RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within a state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve, TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 19. Military occupational specialty 25L Cable Systems Installer-Maintainer

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps’ intent for their career pattern and PD. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue developing and enhancing these technical skills needed to support the modular force. Junior enlisted assignments must focus on challenging, and demanding jobs such as Team Chief and Section Chief. SNCOs should seek challenging positions such as Platoon Sergeant, First Sergeant or other leadership positions and serve in special and joint assignments. Signal SNCOs should seek the demanding jobs such as Operations Sergeant and serve in special or joint assignments. Follow-on assignments at the brigade and division staff

will add to their overall professional knowledge. Soldiers should avoid repetitive assignments outside of MOS (for example, going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should round out their career with Army level experience.

(1) *Private E-1: Specialist/Corporal.*

(a) *Institutional Training.* Advanced Individual Training (AIT); Basic Leader Course (BLC).

(b) *Operational assignments.* A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Cable Systems Installer- Maintainer, Antenna Installer-Maintainer, and Cable System Splicer enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) *Additional training.* Antenna Installation, Cable Splicing, Airborne and Air Assault. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) *Special assignments.* None.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) *Sergeant.*

(a) *Institutional Training.* Advanced Leader Course. Successful graduation with honors from this course could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise and lay a foundation of tactical knowledge. NCOs at every opportunity should seek the positions that allow them to gain leadership experience such as Cable System Team Chief, Antenna Team Chief, Senior Cable System Installer-Maintainer and Senior Cable System Splicer.

(c) *Self-development.* DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, the NCO and the chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits

outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Antenna Installation, Cable Splicing, Airborne, Air Assault. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) Special assignments. Detailed Recruiter, Instructor/Writer, and WHCA.

(f) Army Career Degree. See SOCAD Army Career Degree Program

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Staff Sergeant.

(a) Institutional training. Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as Cable System Team Chief, Cable System Section Chief, and Cable Operations NCO at every opportunity.

(c) Self-development. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG(P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) Additional training. Antenna Installation, Cable Splicing, Airborne, Air Assault, and BSNCO. Suggested Army correspondence courses: Antenna Installation Course; Cable Splicing Course.

(e) Special assignments. AIT Platoon Sergeant, Drill Sergeant, ALC Small Group Leader (SGL), and Detailed Recruiter.

(f) Army Career Degree. See SOCAD Army Career Degree Program

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) Sergeant First Class/Master Sergeant. (See para 11–40.)

Chapter 20. Military occupational specialty 25L professional development model

Access to the “Career Maps” is from the ACT Web site. They are located under the “Plan/Professional Development Model” tab at the following **Web address:**

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

Chapter 21. Military occupational specialty 25L Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military OPS. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same

qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, TATS, NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 22. Military occupational specialty 25N Nodal Network Systems Operator-Maintainer

a. *Major duties.* See DA Pam 611–21 for details.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps' intent for their career pattern and PD. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. Soldiers should use online training resources to increase their knowledge of complex Internet Protocol (IP) based systems and equipment that is needed to support the modular force. Junior enlisted assignments must focus on challenging, and demanding jobs such as Team Chief and Section Chief. Soldiers should avoid repetitive assignments outside of the MOS (such as going from Drill Sergeant to Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *Private E–1–Specialist/Corporal.*

(a) *Institutional Training.* Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL.

(b) *Operational assignments.* A Soldier should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Nodal Network Systems Operator-Maintainer, IP Switch Systems Repairer, and Node Operations Systems Operator-Maintainer enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display leadership skills, initiative, and motivation.

(a) *Self-development.* Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(b) *Additional training.* Airborne and Air Assault. Suggested Army correspondence courses: Network Switching Systems Operator-Maintainer Course. There is also an online Joint Network Node (JNN) simulation that is available via the Fort Gordon LandWarNet University.

(c) *Special assignments.* WHCA.

(d) *Army Career Degree.* See SOCAD Army Career Degree Program.

(e) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) *Sergeant.*

(a) *Institutional Training.* Advanced Leader Course. Successful graduation with honors from this course could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, NCOs should focus on tactical assignments to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs at every opportunity should seek the positions that allow them to gain leadership experience such as Senior Nodal Network Systems Operator-Maintainer and Senior IP Switch Systems Repairer.

(c) *Self-development.* DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website

(d) *Additional training.* Airborne and Air Assault. Suggested correspondence courses: Network Switching Systems Operator Maintainer Course. There is an online JNN simulation that is available via the Fort Gordon LandWarNet University.

(e) *Special assignments.* WHCA, Detail Recruiter, Instructor/Writer, and Training Development.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Staff Sergeant.*

(a) *Institutional training.* Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs at every opportunity should seek positions to gain leadership experience such as Nodal Network Systems Supervisor, Network Management Systems Supervisor, Nodal Operations Systems NCO, and Plans/Operations NCO.

(c) *Self-development.* Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) *Additional training.* Airborne, Air Assault, and Battle Staff Course (BSC). Suggested Army

correspondence courses: Network Switching Systems Operator-Maintainer Course. There is an online JNN simulation that is available via the Fort Gordon LandWarNet University.

(e) *Special assignments.* Instructor/Writer, Drill Sergeant, Detailed Recruiter, Small Group Leader (SGL), Training Development, AC/RC Advisor, SFAB, and WHCA.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant Frist Class/Master Sergeant.* (See MOS 25W).

Chapter 23. Military occupational specialty 25N professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “Plan/Professional Development Model” tab at the following Web address:
<https://actnow.army.mil>.

Chapter 24. Military occupational specialty 25N Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve, TATS, NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 25. Military occupational specialty 25Q Multichannel Transmission Systems Operator-Maintainer

a. *Major duties.* See DA Pam 611–21 in the HRC Smartbook for details.

b. *Prerequisites.* See DA Pam 611–21 in the HRC Smartbook for details.

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers and NCOs how the Signal Corps wants their career pattern and PD to unfold. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Soldiers must utilize online training resources to continue developing and enhancing these technical skills needed to support the modular force. Junior enlisted assignments must focus on the hard, demanding jobs such as Team Chief and Section Chief. Whenever possible, avoid repetitive assignments outside of MOS (for example, going from drill Sergeant to recruiter duty, instructor, staff, or similar positions). This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet Army needs. However, Soldiers should interject and communicate their desire for assignments that allow them to remain competitive.

(1) *Private E–1: Specialist/Corporal.*

(a) *Institutional Training.* Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL.

(b) *Operational assignments.* During the early years of a career, focus on building a strong base of technical expertise in equipment, basic MOS skills, and common Soldier tasks. Assignments such as XMSN System Operator Maintainer and TROPO Operator-Maintainer are a good foundation. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months

time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Multichannel Transmission Systems Operator Maintainer Course.

(e) Special assignments. None.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant.

(a) Institutional training. Advanced Leader Course. Successful graduation with honors from this course could be a significant promotion factor.

(b) Operational assignments. During this phase of a career, focus on tactical assignments developing Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge. NCOs, at every opportunity, should seek the positions that allow them to gain leadership experience such as Senior Transmission Systems Operator-Maintainer and Senior TROPO Operator-Maintainer.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, the NCO and the chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes online college courses, Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> Website.

(d) Additional training. Airborne and Air Assault. Suggested correspondence courses: Multichannel Transmission Systems Operator Maintainer.

(e) Special assignments. Detailed Recruiter, and WHCA.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Staff Sergeant.

(a) Institutional training. Senior Leader Course and Battle Staff NCO Course. Successful graduation with honors from these courses could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, focus on tactical assignments developing Soldier leadership skills, honing technical expertise and laying a foundation of tactical knowledge. NCOs, at every opportunity, should seek positions to gain leadership experience such as Transmissions Systems Team Chief, Transmissions Systems Section Chief, TROPO Team Chief, and Transmissions Systems Operations NCO.

(c) *Self-development.* Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) *Additional training.* Battlefield Spectrum Management, SSG(P), Airborne and Air Assault. Suggested correspondence courses: Multichannel Transmission Systems Operator Maintainer; and Battle Staff Course (BSC).

(e) *Special assignments.* Drill Sergeant, Small Group Leader, WHCA, SFAB, and Detailed Recruiter.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant First Class/Master Sergeant.* (See MOS 25W.)

Chapter 26. Military occupational specialty 25Q professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “Plan/Professional Development Model” tab at the following Web address: <https://actnow.army.mil>.

Chapter 27. Military occupational specialty 25Q Reserve Component

The integrated use of the RC is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC NCO must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Although geographical limitations will determine the types of units in which RC Soldiers can serve, TATS, PD NCOPDS satisfies PD and functional area requirements. This is the same for all components.

Chapter 28. Military occupational specialty 25S Satellite Communication Systems Operator-Maintainer

a. *Major duties.* See DA Pam 611–21 for details.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps’ intent for their career pattern and PD. Junior enlisted Soldiers should take steps to increase their technical and basic Soldiering attributes. Junior enlisted assignments must focus on challenging and demanding roles such as Team Chief and Section Chief. SNCOs should seek positions such as Platoon Sergeant, Detachment Sergeant, First Sergeant, or other leadership positions and serve in special and joint assignments. Follow-on assignments at the

brigade and division staff will add to their overall professional knowledge and diversity. Soldiers should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Recruiter duty, Instructor, staff, or similar positions) at every opportunity. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should round out their career with battalion, brigade or above level experience.

(1) *Private - Specialist/Corporal.*

(a) *Institutional training.*

1. This MOS producing course consists of a single phase that was implemented as of 1 October 2021. The current course design replaced the previous three phased training deleting the associated AOT's and ASI's (7D/7E). Upon successful completion of the single-phase course, the Soldier will be awarded MOS 25S. The dynamics of the course establish responsibilities of the satellite communication systems operator-maintainer for supervising, installing, operating, and maintaining strategic and tactical satellite communications systems. When the Soldier is later assigned to another unit with different equipment sets, they will have a core basis of knowledge which should be enhanced with additional on-the-job training.

(b) *Operational assignments.* Soldiers must focus on building a strong base of technical expertise on equipment, MOS skills, and common Soldier tasks during the early years of their career. Where possible, Soldiers should build their base on knowledge obtained in both strategic and tactical units. Assignments such as SATCOM System Operator-Maintainer, TACSAT System Operator-Maintainer, Military Strategic and Tactical Relay (MILSTAR) Terminal Operator-Maintainer, Satellite Control Operator-Maintainer, SATCOM Controller, and Circuit Controller enhance technical and operational expertise. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative and motivation.

(c) *Self-development.* Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every educational opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at <http://www.atsc.army.mil/accp/aipdnew.asp>.

(d) *Additional training.* Satellite Systems/Network Coordinator, WHCA Console Control Operations, Airborne, and Air Assault. Suggested Army correspondence courses: None.

(e) *Special assignments.* Security Force Assistance Brigades (SFABs).

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) *Sergeant.*

(a) *Institutional training.* Advanced Leader Course (ALC); Master Resilience Course (MRT). Successful graduation with honors from this course could be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, NCOs should focus on assignments

that enable development of Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should seek positions to gain leadership experience such as Tactical Satellite (TACSAT) System Team Chief, Circuit Control Team Chief, Senior SATCOM Operator-Maintainer, MILSTAR Operator-Maintainer, Circuit Operations SGT, Senior SATCOM Controller, Satellite Control NCO, and SATCOM Training NCO at every opportunity.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT(P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. SGT(P) are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every educational opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses, CLEP, and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. Soldiers may enroll in the ACCP online at <http://www.atsc.army.mil/accp/aipdnew.asp>.

(d) Additional training. Satellite Systems/Network Coordinator, Airborne, Air Assault and the Jumpmasters Course.

(e) Suggested Army correspondence courses: None.

(f) Special assignments. Security Force Assistance Brigades (SFABs).

(g) Army Career Degree. See SOCAD Army Career Degree Program.

(h) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Staff Sergeant.

(a) Institutional training. Senior Leader Course (SLC); Battle Staff Course (BSC).

Successful graduation with honors from these courses may be a significant promotion factor.

(b) Operational assignments. NCOs should focus on continued development and refinement of their skills with assignments that develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. NCOs should seek positions to gain leadership experience such as SATCOM System Supervisor, SATCOM Operations NCO, Circuit Control Supervisor, TACSAT Systems Team Chief, SATCOM Maintenance NCO, SATCOM Operations NCO, Maintenance Team Chief, SATCOM Chief, Senior Circuit Management NCO, Section Chief, SATCOM Control Supervisor, and Platoon Sergeant at every opportunity. Likewise, NCOs should seek positions that broaden the force such as Drill Sergeant, Recruiter, Instructor/Writer, or ALC Small Group Leader (SGL) while avoiding consecutive assignments outside of their MOS.

(c) Self-development. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG(P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education. Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) Additional training. Satellite Systems/Network Coordinator, Airborne, Air Assault, Drill

Sergeant, Recruiter, Instructor Trainers Course, BSC, Master Resilience Course (MRT), Equal Opportunities Leaders Course (EOLC), SHARP Foundation Course and the Jumpmaster Course.

(e) *Suggested Army correspondence courses:* None.

(f) *Special assignments.* Drill Sergeant, Platoon Sergeant, WHCA, ALC Small Group Leader, Instructor/Writer, Security Force Assistance Brigades (SFABs), and Detailed Recruiter.

(g) *Army Career Degree.* See SOCAD Army Career Degree Program.

(h) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant First Class.*

(a) *Institutional training.* Master Leader Course (MLC). Successful graduation with honors from this course may be a significant promotion factor.

(b) *Operational assignments.* SFCs should seek assignments as a Platoon Sergeant, Detachment Sergeant, Systems Control Officer, Section Chief, Circuit Management NCO, SATCOM Terminal Chief, SATCOM Operations NCO, Plans/Operations NCO, or SATCOM Staff NCO.

(c) *Self-development.* Under DLC, Sergeants First Class are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant. DLC 4 tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every educational opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. It is recommended that a SFC complete at least two years of college prior to eligibility for the Master Sergeant Board. Upon selection for promotion to Master Sergeant, Sergeants First Class(P) must attend Master Leader Course to be promoted under the Select, Train, Educate, and Promote (STEP) program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(d) *Additional training.* Satellite Systems/Network Coordinator, Battlefield Spectrum Management, Airborne, Air Assault, Drill Sergeant, Joint C4 Planners Course, SHARP Foundation Course, Equal Opportunity Advisor Course (EOAC) and BSNCOG.

(e) *Special assignments.* SLC Small Group Leader, Senior Drill Sergeant, Platoon Sergeant, WHCA, Senior Instructor/Writer, EOA, Career Management NCO, Training With Industry (TWI) and AC/RC Advisor.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(5) *Master Sergeant.*

(a) *Operational assignments.* The critical assignment for a Master Sergeant is First Sergeant. Time served in a First Sergeant position could prove pivotal towards the opportunity for promotion to SGM. It is beneficial to career progression to serve as a First Sergeant for a minimum of 18 months, which may consist of one or more assignments. Master Sergeants should have built a well-rounded career path in both strategic and tactical units as well as obtained experience from time spent in a Company/Battalions Operations. Other assignments include Senior Career Advisor, Satellite/Microwave Operations or Systems Chief.

(b) *Self-development.* Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selection for the Sergeants Major Academy. DLC 5 completion is required before attendance at the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. Master Sergeants should strive to complete at least four years of college prior to eligibility for the

Sergeant Major Board. (For additional information on self-development, see para 11-3.

(c) *Additional training.* Airborne, Air Assault, Jumpmaster, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), and BSNCO.

(d) *Broadening assignments.* Career Management SNCO, Joint Communications Support Element (JCSE), and Joint Communications Unit (JCU).

(e) *Army Career Degree.* See SOCAD Army Career Degree Program

(6) *Sergeant Major.* (See para 11–43.)

Chapter 29. Military occupational specialty 25S professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “career resources” tab at the following Web address: <https://actnow.army.mil>.

Chapter 30. Military occupational specialty 25S Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers can serve; TATS, NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 31. Military occupational specialty 25U Signal Support Systems Specialist

a. *Major duties.* See DA Pam 611–21 for details.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps’ intent for career pattern and PD. Soldiers should steadily increase their technical and basic Soldiering attributes. NCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. Junior enlisted Soldiers should take steps to increase their technical and basic soldiering attributes. Junior NCO assignments must focus on the hard, demanding jobs such as Team Chief and Section Chief. SNCOs should seek positions such as Section Chief, Platoon Sergeant, Signal Support Systems Chief, and First Sergeant. Follow-on assignments, as SNCOs at the brigade and above staff positions, as well as special assignments such as Equal Opportunity Advisor (EOA), Inspector General NCO, and ROTC Military Science Instructor will add to their overall professional knowledge as their career matures. Soldiers assigned to TDA units should seek challenging positions, such as ALC or SLC Small Group Leader (SGLs) and take advantage of opportunities to serve in special or joint assignments. Priority or special assignments such as, Instructor/Writer, Observer/ Controller (OC), Drill Sergeant, Detailed Recruiter, EOA, Career Management NCO (Signal Proponent), Career Advisor (Signal Branch), and Inspector General NCOs are career enhancing. Soldiers should avoid repetitive assignments, outside of MOS whenever possible. This will ensure necessary diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should round out their career with battalion, brigade or above level experience. SNCOs should round out their career with Army level operations experience.

(1) *Private E–1: Specialist/Corporal.*

(a) *Institutional Training.* Advanced Individual Training (AIT); Basic Leader Course (BLC) for SPC/CPL .

(b) Operational assignments. During the early years of a career, Soldiers should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks. Assignments such as Radio Retransmission Operator, Forward Signal Support Specialist and Signal Information Service Specialist enhance technical and operational expertise and are recommended. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level. Under GSD, Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education office for more information on education programs and financial support. The Army Distributed Learning Program (TADLP) can be found by visiting <https://tadlp.tradoc.army.mil/>. Soldiers can register with The Joint Services Transcript (JST) at <https://jst.doded.mil/official.html>. The JST transcript can be used to convert military training into college credit hours for submission to school towards a degree program.

(d) Additional training. Airborne and Air Assault. Suggested Distance Learning Courses: Basic Leaders Course (SPC/CPL), Signal Support Systems SPC Course, and Signal Leadership Course (SPC–SGT). Suggested certifications: A+, Network +, and Security + certifications.

(e) Special assignments. None.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant.

(a) Institutional training. Advanced Leader Course. Successful graduation with honors from this course could be a significant promotion factor.

(b) Operational assignments. During this phase of a career, NCOs should focus on tactical assignments, to develop Soldier leadership skills, hone technical expertise, and lay a foundation of tactical knowledge. NCOs should be familiar with DA Pam 611–21 and seek the positions that allow them to gain technical knowledge by serving in the position of Forward Signal Support NCO and leadership experience by serving in the position of Team Chief, Signal Support System SNCO, and Senior Signal Support System Maintainer.

(c) Self-development. DLC 2 completion is a prerequisite of attending ALC. SGT(P)s are enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes the Internet and Army correspondence courses (see para (c) below), CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. The completion of a college level English course is recommended prior to attending the BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of

command and the installation education office for more information on education programs and financial support. The Army Distributed Learning Program (TADLP) can be found by visiting <https://tadlp.tradoc.army.mil/>. Soldiers can register with The Joint Services Transcript (JST) at <https://jst.doded.mil/official.html>. The JST transcript can be used to convert military training into college credit hours for submission to school towards a degree program.

(d) *Additional training.* Airborne and Air Assault. Suggested correspondence courses: None. Suggested technical certificates: A+, Network +, and Security + certifications.

(e) *Special assignments.* Defense Information Systems Agency (DISA), White House Communications Agency (WHCA), Security Forces Advisory Brigade (SFAB), and Training Developer.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Staff Sergeant.*

(a) *Institutional training.* Senior Leader Course (SLC); Battle Staff Course (BSC). Successful graduation with honors from these courses may be a significant promotion factor.

(b) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which develop leadership skills, hone technical expertise, and lay a foundation of tactical knowledge during this phase of their career. Duty positions such as Signal Support Systems Supervisor, Radio Retransmission Supervisor, Forward Signal Support NCO and ALC small group leader will increase experience and intensify leadership skills. NCOs should avoid back-to-back special duty assignments such as Drill Sergeant, Detail Recruiter, or any repetitive combination of assignments whenever possible. This reduces MOS proficiency due to continuous changes in modernization, structure and doctrine.

(c) *Self-development.* Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG(P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD Web site.

(d) *Additional training.* EOA, Drill Sergeant, Detailed Recruiter, Airborne, Air Assault, and BSNCO. Suggested correspondence courses: None. Suggested technical certificates: A+, Network +, and Security + certifications.

(e) *Special assignments.* ALC Small Group Leader, Drill Sergeant, Detailed Recruiter, Instructor/Writer, WHCA, SFAB, AWG, JCU.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant First Class.*

(a) *Institutional training.* Master Leader Course (MLC). Successful graduation with honors from this course may be a significant promotion factor.

(b) *Operational assignments.* During this phase of a career, focus should be in tactical assignments as a Platoon Sergeant, Section Chief, Detachment Sergeant, Signal Support Staff NCO, and Signal Plans/Operations NCO. The Platoon Sergeant or Section Chief's job as the senior trainer in the platoon is essential in the development of junior leaders. This experience is also necessary to be competitive for promotion to MSG and appointment to First Sergeant.

(c) *Self-development.* Under DLC, Sergeant First Classes are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming

duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant. DLC 4 tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion, but it may be a significant factor and should be pursued whenever possible. A SFC should complete at least two years of college prior to eligibility for the Master Sergeant Board. Upon selection for promotion to Master Sergeant, Sergeants First Class (P) must attend Master Leader Course to be promoted under the Select, Train, Educate, and Promote (STEP) program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(d) Additional training. Airborne, Air Assault, and BSC, Signal Digital Master Gunner Course. Suggested certificates: Suggested technical certificates: A+, Network +, and Security + certifications.

(e) Special assignments. Senior Drill Sergeant, Detailed Recruiter, EOA, Observer/Controller, Instructor/Writer, SARC/VA, DISA, WHCA, TWI, AWG, SFAB, Career Management NCO, Career Advisor, West Point Tactical NCO and SLC Small Group Leader.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(5) Master Sergeant/First Sergeant.

(a) Operational assignments. Critical assignments for a MSG are Signal Support Systems Chief and First Sergeant, which are limited.

(b) Self-development. Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selections for the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. Master Sergeants should strive to complete at least four years of college prior to eligibility for the Master Sergeant Evaluation Board. (For additional information on self-development, see para 11-3.

(c) Additional training. Airborne, Air Assault, and BSC.

(d) Special assignments. AWG, Senior Career Advisor, Security Force Assistance Brigade (SFAB) First Sergeant. Service as an SFAB First Sergeant is limited and entails an ASI and a language requirement. Successful service in this critical leadership role could be a distinctive promotion factor for SGM.

(e) Army Career Degree. See SOCAD Army Career Degree Program.

(f) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(6) Sergeant Major. (See MOS 25X.)

Chapter 32. Military occupational specialty 25U professional development model

Access to the "Career Maps" is from the ACT Website. They are located under the "Plan/Professional Development Model" tab at the following Web address: <https://actnow.army.mil>.

Chapter 33. Military occupational specialty 25U Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of

the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve; TATS, NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 34. Military occupational specialty 25W Telecommunications Operations Chief

a. *Major duties.* See DA Pam 611–21 for details.

b. *Prerequisites.* See DA Pam 611–21 for details.

c. *Goals for development.* The purpose of the Career Progression Plan is to inform Soldiers of the Signal Corps' intent for their career pattern, talent management, and professional development. NCOs should steadily increase their technical and basic Soldiering attributes. Soldiers should use online training resources to continue to develop and enhance the skills needed to support the modular force. To develop Telecommunications Operations Chiefs into professional NCOs, their assignments must focus on challenging and demanding jobs such as Section Chief, Platoon Sergeant, and Detachment Sergeant or other supervisory positions. Soldiers should avoid repetitive assignments that are outside of MOS (such as going from Drill Sergeant to Detailed Recruiter duty, Instructor/Writer, staff, or similar positions) whenever possible. This will ensure necessary diversity throughout the career path. Soldiers should use online training resources to increase knowledge of complex IP based systems and enhance the understanding of the complex tasks of network management and control of these systems. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with battalion, brigade or Army level experience.

(1) *Sergeant First Class.*

(a) *Institutional training.* Master Leader Course (MLC). Successful graduation with honors from this course may be a significant promotion factor.

(b) *Operational assignments.* SFCs should seek assignments as a Platoon Sergeant, Detachment Sergeants, Section Chief, Telecommunications Operations Chief, Network Operations Chief, Network Control Chief, Telecommunications Plans Chief, and Network Plans Chief.

(c) *Self-development.* Under DLC, Sergeant First Classes are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant. DLC 4 tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. A SFC should strive to complete an associate's degree prior to eligibility for the Master Sergeant Board. Soldiers should visit the Army IgnitED website for civilian credentials associated with their respective MOS. Upon selection for promotion to Master Sergeant, Sergeants First Class must attend Master Leader Course to be promoted under the Select, Train, Educate, and Promote (STEP) program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(d) *Additional training.* Battle Staff Course, Mission Command Digital Master Gunner, Signal Digital Master Gunner Course, Instructor (CFC-ID), Joint C4 Planners Course, Equal Opportunity, SHARP, Master Resiliency Trainer, Master Fitness Trainer, Management Client Course (MGC), Ranger School, Airborne, and Air Assault, Company Commander/First Sergeant Course.

Suggested correspondence courses: None.

(e) *Special assignments.* Senior Drill Sergeant, Recruiter, Career Management NCO, Career Advisor (HRC), Instructor/Writer, Training Developer, Senior Small Group Leader, Observer

Controller/Trainer, Inspector General, Equal Opportunity Advisor, Special Missions Unit, White House Communications, Sexual Assault Response Coordinator, Defense Information Systems Agency, Joint Communications Support Element, Joint Communications Unit, Security Forces Assistance Brigade, White House Fellowship Program, Defense Attaché.

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Master Sergeant/First Sergeant.

(a) Operational assignments. The critical assignment for a MSG is First Sergeant. The opportunity for promotion to SGM is limited without a tour as a First Sergeant. It is beneficial to career development to serve as a First Sergeant for a minimum of 18 months (this may consist of one or more assignments). Other assignments include Senior Network Operations NCO, Senior Telecommunications Operations NCOIC, Senior Network Plans NCO, and Senior Signal Maintenance NCO.

(b) Self-development. Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selection for the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. Master Sergeants should strive to complete at least four years of college prior to eligibility for the Master Sergeant Evaluation Board. (For additional information on self-development, see para 11-3).

(c) Additional training. Battle Staff Course, Mission Command Digital Master Gunner, Signal Digital Master Gunner Course, Joint C4 Planners Course, Capabilities Development Course, Instructor (CFC-ID), Master Resilience Trainer, Master Fitness Trainer, Company Commander/First Sergeant Course, Airborne, Air Assault.

Suggested correspondence courses: None.

(d) Special assignments. Senior Career Management NCO, Senior Career Advisor, Deputy Commandant NCOA, Branch Chief/1SG NCOA, Chief/Senior Instructor Writer, Chief Training Developer, Inspector General, Equal Opportunity Advisor, Special Missions Unit, White House Communications, Sexual Assault Response Coordinator, Joint Communications Support Element, Joint Communications Unit, Security Forces Assistance Brigade, White House Fellowship Program, Defense Attaché.

(e) Army Career Degree. See SOCAD Army Career Degree Program.

(f) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) Sergeant Major. (See MOS 25X.)

Chapter 35. Military occupational specialty 25W professional development model

Access to the “Career Maps” is from the act Website. They are located under the “Plan/Professional Development Model” tab at the following web address:
<https://actnow.army.mil>.

Chapter 36. Military occupational specialty 25W Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve;

TATS, NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 37. Military occupational specialty 25X Chief Signal Noncommissioned Officer

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers the Signal Corps' intent for career pattern, talent management, and professional development. NCOs should steadily increase their technical and basic Soldiering attributes. NCOs should use online training resources to continue to develop and enhance the skills needed to support the modular force. To maintain signal proficiency as professional Senior NCOs, their assignments must focus on challenging and demanding jobs such as Chief Signal NCO, Corps Signal NCO, Division Signal NCO, and Senior Enlisted Leader. Follow-on staff assignments will add to their overall professional knowledge. Whenever possible, avoid repetitive assignments, outside of MOS. Senior NCOs should ensure assignment diversity throughout the career path. It is possible repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should round out their career with Army level experience.

(1) Sergeant Major/Command Sergeant Major.

(a) Operational assignments. SGMs should aspire to have the knowledge, skills, and behaviors of a CSM, and seek key primary staff NCO positions, if not selected on the CSM Command Selection List (CSL).

(b) Self-development. Upon notification of a Nominative Assignment, a Sergeant Major is required to complete DLC 6. SGMs should have a bachelor's degree and should continue in courses to obtain a master's or higher level degree and certifications. Soldiers should visit the Army IgnitED website for civilian credentials associated with this MOS.

(c) Additional training. Force Management Course, Capabilities Development Course, Joint C4 Planners Course, CSM Legal Orientation Course, and General Officer Senior Commander's Course.

(d) Special assignments. USASMA Fellowship, IG, EOA, AWG, White House Fellowship, Congressional Fellowship, Chief Instructor/Writer, Chief Career Management NCO (Proponent), Special Operations, Joint Operations organizations, for example, Joint Communications Support Element (JCSE), NATO Sr Enlisted Leader, DISA, WHCA.

(e) Army Career Degree. See SOCAD Army Career Degree Program.

(f) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

Chapter 38. Military occupational specialty 25X professional development model

Access to the "Career Maps" is from the ACT Website. They are located under the "Plan/Professional Development Model" tab at the following Web address: <https://actnow.army.mil>.

Chapter 39. Military occupational specialty 25X Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the RA. Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve;

TATS, NCOPD satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 40. Military occupational specialty 25B Information Technology Specialist

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform Soldiers how the Signal Corps intends for their career pattern and professional development to unfold. To develop Information Technology Specialists into professional NCOs, their assignments must focus on the hard, demanding jobs such as Squad Leader, Section Sergeant, Platoon Sergeant, First Sergeant, or other supervisory positions, and serve in special or joint assignments. Follow-on assignments at the brigade and division staff will add to their overall professional knowledge and development. Soldiers should avoid repetitive assignments outside of MOS (such as going from Drill Sergeant to Detailed Recruiter duty, Instructor/Writer, staff, or similar positions). Repetitive assignments may be necessary to meet the needs of the Army, but should be avoided whenever possible. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Senior NCOs should round out their career with brigade or above level experience.

(1) Private to Specialist/Corporal.

(a) Operational assignments. Soldiers should focus on building a strong base of technical expertise, basic MOS skills, and common Soldier tasks during the early years of their career. Assignments such as Information Technology Specialist from the company to corps level may enhance technical expertise based on various mission sets. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(b) Self-development. Under DLC 1, Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC. Soldiers in the rank of E-1 through E-3 will not be enrolled into DLC 1 until promoted to SPC. Soldiers entering the Army as SPC must have 18 months' time in service (TIS) prior to enrollment into DLC 1. DLC 1 tasks are primarily focused at the team level and is a prerequisite for attending BLC. Soldiers and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. This time should be used to develop and start a college degree plan. Soldiers should plan their college program around a degree that relates to their MOS using information provided on the SOCAD website. There are alternative methods for obtaining college credits outside of the traditional classroom instruction. This includes Army correspondence courses, CLEP and DANTES. Soldiers may convert military education and experience to college credit by maximizing the SOCAD program. Additionally, Soldiers should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. The completion of a college level English course is recommended prior to attending BLC. Soldiers should use this time to improve their ASVAB scores as appropriate. Soldiers should see their chain of command and the installation education center for more information on education programs, counseling services, and financial support. Soldiers may enroll in the Army Correspondence Course Program (ACCP) online at <http://www.atsc.army.mil/accp/aipdnew.asp> and/or the Army e-Learning Program – Skill port <https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action>.

(c) Additional training. Airborne, Air Assault, and Information Assurance Technician (IAT) Level I certification courses.

(d) Suggested correspondence courses: None.

(e) Special assignments. Joint/DOD agencies and Security Force Assistance Brigade (SFAB).

(f) Army Career Degree. See SOCAD Army Career Degree Program.

(g) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) *Sergeant.*

(a) *Operational assignments.* NCOs should focus on tactical assignments developing Soldier leadership skills, honing technical expertise, and laying a foundation of tactical knowledge during this phase of their career. The main operational assignments are Senior Information Technology Specialist, Information System Admin, and Alternate Communication Security (COMSEC) Account Manager. Leadership positions for a Sergeant are Team Chief or Squad Leader.

(b) *Self-development.* DLC 2 completion is a prerequisite of attending ALC. The Select, Train, Educate, Promote (STEP) program allows only SGT (P) to attend ALC. All SGTs who are graduates of ALC, under the system before STEP, are automatically enrolled in DLC 3. The SGT (P) is enrolled in DLC 3 automatically upon completion of all phases of ALC. DLC 3 tasks are primarily focused at the platoon level. NCOs and their chain of command should exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. NCOs should be working towards a college associate degree. A college degree is not a requirement for promotion, but may be a significant factor and should be pursued whenever possible. Soldiers should choose a degree program aligned with their MOS using information provided on the SOCAD website. Sergeants may convert military education and experience to college credit by maximizing usage of the SOCAD program. Additionally, Sergeants should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM roles are required for technical proficiency. NCOs may enroll in the ACCP online at the <http://www.atsc.army.mil/accp/aipdnew.asp> and/or the Army e-Learning Program – Skill port <https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action>.

(c) *Additional training.* IAT Level I-II and IAM Level I certification courses, Signal Digital Master Gunner Course, Airborne, Air Assault, Jumpmaster, Ranger School, Marksmanship Master Trainer, Master Resilience Trainer, Master Fitness Trainer, and Management Client (MGC) Course.

(d) Suggested correspondence courses: None.

(e) *Special assignments.* WHCA, Joint/DOD agencies, Instructor/Writer, SFAB, JCSE, and Geographic Combatant Command/Army Service Component Command (GCC/ASCC) IT Specialist.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Staff Sergeant.*

(a) *Operational assignments.* NCOs should focus on continued development and refinement of their skills with assignments, which further leadership skills, hone technical expertise, and increases tactical knowledge. Duty assignments that will increase the experience and the leadership level of NCOs are Section Sergeant, and operational assignments such as an Information Technology Team Chief, Information Technology NCO, COMSEC Account Manager, and assignments within Joint/DOD or Special Operations organizations.

(b) *Self-development.* Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG (P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG (P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education. NCOs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM roles are required for technical proficiency. SSGs should continue working towards an associate degree. A college degree is not a requirement for promotion, but it may be a significant factor and should be pursued whenever possible. SSGs

should choose a degree program aligned with their MOS using information provided on the SOCAD website. SSGs should seek unique opportunities such as the Training with Industry (TWI) program.

(c) *Additional training.* IAT Level II and IAM Level I certification courses, Signal Digital Master Gunner Course, Global Command and Control System, Airborne, Air Assault, Jumpmaster, Ranger School, SHARP Foundations Course, Marksmanship Master Trainer, Master Resilience Trainer, Master Fitness Trainer, Senior Enlisted Joint Professional Military Education (SEJPME) I course, Joint C4 Planner Course, and Management Client (MGC) course.

(d) Suggested correspondence courses: None.

(e) *Special assignments.* Drill Sergeant, ALC Small Group Leader, WHCA, TWI, Instructor/Writer, Joint/DOD agencies, SFAB, JCSE, Joint Communications Unit (JCU), Recruiter, GCC/ASCC IT NCO.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant First Class.*

(a) *Operational assignments.* SFCs should focus on tactical assignments as a Platoon Sergeant, or operational assignments as an Information Technology Staff NCO and Information Technology Supervisor during this phase of their career. As the senior trainer in the platoon, the Platoon Sergeant's job is essential in the development of junior leaders. Fulfilling the role of a Platoon Sergeant helps SFCs remain competitive for promotion to Master Sergeant and appointment to First Sergeant.

(b) *Self-development.* Under DLC, Sergeants First Class are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant and is a prerequisite for attending the Master Leader Course (MLC). DLC 4 tasks are primarily focused at the battalion level. NCOs and their chain of command should exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. Additionally, SFCs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM roles are required for continued technical proficiency. SFCs should complete an associate degree, while working towards a bachelor's degree. A college degree is not a requirement for promotion but may be a significant factor and should be pursued whenever possible. Upon selection for promotion to Master Sergeant, the Sergeant First Class (P) must attend Master Leader Course to be promoted under the Select, Train, Educate, and Promote (STEP) program. SFCs should also seek opportunities with the Training with Industry (TWI) program.

(c) *Additional training.* IAT Level II-III and IAM Level II certification courses, Signal Digital Master Gunner Course, Air Assault, Airborne, Jumpmaster, Battle Staff Noncommissioned Officer Course (BSNCOC), SHARP Foundations Course, Marksmanship Master Trainer, Master Resilience Trainer, Master Fitness Trainer, Senior Enlisted Joint Professional Military Education (SEJPME) Course II, Joint C4 Planner Course, Network Security Manager, MGC course, and COMSEC inspector.

(d) Suggested correspondence courses: None.

(e) *Special assignments.* Senior Drill Sergeant, Senior Instructor/Writer, SLC Small Group Leader, Equal Opportunity Advisor (EOA), WHCA, TWI, Joint Communications Units, SARC/VA, Joint/DoD Agencies, and Senior GCC/ASCC IT NCO.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(5) *Master Sergeant/First Sergeant.*

(a) *Operational assignments.* The critical assignment for a Master Sergeant is First Sergeant and operational assignment as a Division/Corps Information Technology Chief (staff NCO). It is beneficial for career development to serve as a First Sergeant for a minimum of 18 months (which may consist of one or more assignments).

(b) *Self-development.* Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selection for the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. MSGs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM roles are required for technical proficiency. MSGs should complete a bachelor's degree while working towards a master's degree. A college degree is not a requirement for promotion, but may be a significant factor for selection to SGM and should be pursued whenever possible.

(c) *Additional training.* IAT Level III and IAM Level II-III certification courses, Airborne, Air Assault, Jumpmaster, BSNCO, Senior Enlisted Joint Professional Military Education (SEJPME) Course II, Joint C4 Planner Course, Signal Digital Master Gunner Course, SHARP Foundations Course, Master Resilience Trainer, Master Fitness Trainer, Company Commander & First Sergeant Pre-Command Course (CCFSPCC), and COMSEC inspector.

(d) Suggested correspondence courses: None.

(e) *Special assignments.* Senior Career Management NCO, Assistant Commandant, EOA, WHCA, and Senior Career Advisor.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(6) *Sergeant Major/Command Sergeant Major.*

(a) *Operational assignments.* SGMs should seek appointment to key primary staff NCO positions, operational assignments as a Senior Information Technology Chief on a major command or HQDA staff, and positions competitive for Senior Enlisted Advisor and Command Selection List (CSL).

(b) *Self-development.* DLC 5 is required to be completed before attendance at the Sergeants Major Academy. SGMs should complete a bachelor's degree while working towards a master's degree or higher level degree plan. Additionally, SGMs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS.

(c) *Additional training.* IAM Level III certification courses, Executive Leaders Course, Air Assault, BSNCO, Master Fitness Trainer, SHARP Foundations Course, Signal Digital Master Gunner Course, Joint C4 Planner Course, and SEJPME II course.

(d) *Special assignments.* Joint/DOD agencies, Sergeants Major Fellowship Program, Office Chief of Signal Enlisted Division, and Human Resources Command.

(e) *Army Career Degree.* See SOCAD Army Career Degree Program

(f) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

Chapter 41. Military occupational specialty 25B professional development model

Access to the "Career Maps" is located on the Army Career Tracker (ACT) website. They are located under the "Plan/Professional Development Model" tab at the following web address: <https://actnow.army.mil>.

Chapter 42. Military occupational specialty 25B Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to successful military OPS. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces from combat, to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and

capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not directly align with those of RA Assignments are constrained based on availability within their state or region. Geographical limitations will determine the type of units in which RC Soldiers may serve. TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 43. Military occupational specialty 25D Cyber Network Defender

a. Major duties. See DA Pam 611–21 for details.

b. Prerequisites. See DA Pam 611–21 for details.

c. Goals for development. The purpose of the Career Progression Plan is to inform NCOs how the Signal Corps intends for their career pattern and professional development to unfold. To develop cyber network defenders into seasoned cyber professionals, their assignments must focus on the hard, demanding jobs such as analysts, infrastructure support, incident responders, auditors, or supervisory CND management positions, and potentially in Regional Cyber Centers or joint assignments. Technical certifications are required to perform all IAT, IAM, and CND roles, IAW DA Pam 611-21, AR 25-2 and DoD 8570.01-M. Assignments at the Division and Corps levels will add to their overall professional knowledge. Repetitive assignments may be necessary to meet the needs of the Army, but should be avoided whenever possible. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. Cyber Network Defenders are technical experts who are members of the staff at the echelons where assigned and do not compete with other MOSs for promotion consideration. MOS 25D has no authorizations for traditional leadership positions; there are no Team Chief, Squad Leader, Platoon Sergeant, First Sergeant, or Command Sergeant Major positions associated with this MOS. MOS 25D Soldiers are not authorized for assignment as a Recruiter, Drill Sergeants, Inspector General or Equal Opportunity Advisor. Senior NCOs should round out their career with Corps or above level experience.

(1) Staff Sergeant.

(a) Operational assignments. SSGs should focus on continued development and refinement of their skills with assignments that progress leadership skills, hone technical expertise, and lay a foundation of technical knowledge during this phase of their career. Duty assignments that increase experience and leadership level of NCOs are operational assignments such as an Infrastructure Support, Analyst, and assignments within Joint/DOD, Cyber Mission Units, Regional Cyber Center or ASCC.

(b) Self-development. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. The SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. The SSG (P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG (P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education. NCOs should visit the Army IgniteED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM and CND roles are required for technical proficiency. NCOs should be working towards a college associate degree. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. NCOs should plan their college program around a degree that relates to their MOS using information provided on the SOCAD website.

(c) Additional training. Airborne, Air Assault, Ranger School, IAT Level II, IAM Level I and CND certification courses, Information Operations Capabilities Application and Planning (IOCAP), Senior Enlisted Joint Professional Military Education (SEJPME) Course I.

(d) Suggested correspondence courses: None.

(e) Special assignments. Cyber Mission Unit, Joint/DoD agencies, Security Force Assistance Brigade (SFAB).

(f) *Army Career Degree.* See SOCAD Army Career Degree Program

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) *Sergeant First Class.*

(a) *Operational assignments.* SFCs should focus on tactical or operational assignments as a Senior Infrastructure Support, Senior Analyst, and Incident Responder, during this phase of their career. As the Senior Cyber Defender in most brigade sections, it is essential to maintain technical skills and develop junior leaders. Important assignments for SFCs include Joint/DOD, Cyber Mission Units, Regional Cyber Center or ASCC.

(b) *Self-development.* Under DLC, SFCs are enrolled automatically in DLC 4 upon completion of SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs and their chain of command should exploit every education opportunity when the OPTEMPO of tactical assignments limit the opportunity for civilian education. Additionally, NCOs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM and CND roles are required for technical proficiency. SFCs should complete an associate degree while working towards a bachelor's degree. A college degree is not a requirement for promotion, but may be a significant factor and should be pursued whenever possible. Upon selection for promotion to Master Sergeant, the Sergeant First Class (P) must attend MLC to be promoted under the Select, Train, Educate, and Promote (STEP) program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(c) *Additional training.* Air Assault, Airborne, IAT Level II-III, IAM Level II and CND certification courses, Information Operations Capabilities Application and Planning (IOCAP), Army Cyberspace Operations Planners Course (ACOPC), Battle Staff Noncommissioned Officer Course (BSNCOC), Joint C4 Planner Course (JC4PC), and Senior Enlisted Joint Professional Military Education (SEJPME) II Course.

(d) Suggested correspondence courses: None.

(e) *Special assignments.* Cyber Mission Unit, DISA, Instructor, USSOCOM, Special Mission Unit.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Master Sergeant.*

(a) *Operational assignments.* The critical assignments for a MSG at the Brigade/Division/Corps level are Senior Auditor, CND Manager, and Senior Incident Responder. Other important assignments for MSGs include Regional Cyber Center or ASCC.

(b) *Self-development.* Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selection for the Sergeants Major Academy. DLC 5 completion is required before attendance at the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. NCOs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAT/IAM and CND roles are required for technical proficiency. MSGs should complete a bachelor's degree while working towards a master's degree. A college degree is not a requirement for promotion, but may be a significant factor for selection to SGM and should be pursued whenever possible. (For additional information on self-development, see para 11-3)

(c) *Additional training.* Airborne, Air Assault, IAT Level III, IAM Level II-III and CND certification courses, Information Operations Capabilities Application and Planning (IOCAP), Army Cyberspace Operations Planners Course (ACOPC), BSNCOC, Senior Enlisted Joint Professional Military Education (SEJPME) II course, and Cyberspace Operations Planners Seminar (COPS).

(d) Suggested correspondence courses: None.

- (e) *Special assignments.* Cyber Mission Unit and USSOCOM.
 - (f) *Army Career Degree.* See SOCAD Army Career Degree Program.
 - (g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.
- (3) *Sergeant Major.*
- (a) *Operational assignments.* SGMs should seek operational assignments as a Senior CND Manager within a Regional Cyber Center or major command.
 - (b) *Self-development.* DLC 5 is required to be completed before attendance to the Sergeants Major Academy. Additionally, SGMs should visit the Army IgnitED website (<https://www.armyignited.com>) for civilian credentialing associated with their respective MOS. Civilian certifications within IAM and CND roles are required for technical proficiency. SGMs should complete a bachelor's degree while working towards a master's degree or higher level degree plan.
 - (c) *Additional training.* IAM Level III and CND certification courses.
 - (d) *Special assignments.* None.
 - (e) *Army Career Degree.* See SOCAD Army Career Degree Program.
 - (f) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

Chapter 44. Military occupational specialty 25D Professional development model

Access to the "Career Maps" is located on the ACT website. They are located under the "Plan/Professional Development Model" tab at the following web address:
<https://actnow.army.mil>.

Chapter 45. Military occupational specialty 25D Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to the successful accomplishment of military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces, from combat to sustainment and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not always directly align with those of the RA. Assignments are constrained based on availability within their state or region. Geographic limitations will determine the type of units in which RC Soldiers may serve. TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.

Chapter 46. Military occupational specialty 25E Electromagnetic Spectrum Manager

- a. *Major duties.* See DA Pam 611–21 for details.
- b. *Prerequisites.* See DA Pam 611–21 for details.
- c. *Goals for development.* The purpose of the Career Progression Plan is to inform signal Soldiers of the Signal Corps' intent for their career pattern and PD. To develop spectrum managers to their full potential as professional NCOs, their assignments must follow a pattern of continuous, successive spectrum management positions with increased levels of responsibility. Junior EMSO NCOs should take steps to increase their technical attributes. Soldiers must use online training resources to increase their technical knowledge, and to continue to develop and enhance the skills needed to support the modular force. Follow-on assignments as instructors or Army staff advisors will add to their overall professional knowledge. Spectrum managers are technical experts who are members of the staff at the echelons where assigned and do not compete with other MOSs for promotion consideration. MOS 25E has no authorizations for traditional leadership positions; there are no Team Chief, Platoon Sergeant, or First Sergeant positions associated with this MOS. MOS 25E Soldiers are not authorized for assignment as a

Recruiter, Drill Sergeant, Inspector General or EOA. Soldiers should diversify their careers by requesting non-tactical assignments, as most of the authorizations are in tactical assignments. It is possible that repetitive assignments will occur to meet the needs of the Army. Soldiers should interject and communicate their desire for assignments that allow them to remain competitive. SNCOs should round out their career with Army level experience.

(1) Staff Sergeant.

(a) Operational assignments. During this phase of their career, Soldiers should focus on continued development and refinement of their technical expertise. Available duty assignments that will increase their experience include BCT, Corps Signal Operations Cells and the OPS section of signal organizations.

(b) Self-development. Under DLC, all Staff Sergeants who are graduates of ALC are automatically enrolled in DLC 3. SSG (P) will be enrolled automatically in DLC 4 upon completion of SLC. SSG(P) must complete DLC 3 to be eligible to attend SLC. The Select, Train, Educate, Promote (STEP) program allows only SSG(P) to attend SLC. DLC 4 tasks are primarily focused at the battalion level. NCOs should actively seek opportunities to further their civilian and military education (see para (c), below). Pursuing a college education, from a degree producing institution, 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 SOCAD website.

(c) Additional training. BSNCO, Space 100 Course. Suggested Army correspondence courses: Principles of Radio Wave Propagation. The Information Technology End-User Curricula in the Army eLearning SmartForce computer based training may be very useful to EMSO NCO.

(d) Special assignments. Spectrum Management Assignments: Joint Task Force and Joint Forces Land Component Commands (JTF/JFLCC), Theater and Corps Commands; Instructor/Writer.

(e) Army Career Degree. See SOCAD Army Career Degree Program.

(f) Army Credentialing Opportunities. Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(2) Sergeant First Class.

(a) Operational assignments. During this phase of a career, focus on assignments within Division, Corps, or ASCC staffs. Additional assignments include Instructor, Combined/Joint Commands, and EW cells at Division and Corps.

(b) Self-development. Under DLC, Sergeant First Classes are enrolled automatically in DLC 4 upon completion of SLC. It is highly recommended that DLC 4 be completed prior to assuming duties as a First Sergeant. DLC 4 completion is required for consideration for promotion to Master Sergeant. DLC 4 tasks are primarily focused at the battalion level. Under GSD, NCOs and their chain of command must exploit every education opportunity when the OPTEMPO of tactical assignments limits the opportunity for civilian education. A college degree is not a requirement for promotion but it may be a significant factor and should be pursued whenever possible. A SFC should complete at least two years of college prior to eligibility for the Master Sergeant Board. Upon selection for promotion to Master Sergeant, Sergeants First Class (P) must attend Master Leader Course to be promoted under the Select, Train, Educate, and Promote (STEP) program. There is no DLC requirement for promotion due to the requirement for DLC 4 completion to be eligible for selection to Master Sergeant.

(c) Additional training. Airborne, Air Assault, Space 100, BSC. ASI S9 for Joint Spectrum Management is required at the rank of SFC and above. The ASI S9 course trains joint related critical tasks necessary for an experienced EMSO SNCO to serve in a COCOM component position, an adhoc Joint Task Force (JTF) position, and in a position in an Army unit that has a specified mission of supporting Joint Task Force/Joint Forces Land Component Commands (JTF/JFLCC); ASI S9 is awarded following the completion of SLC.

(d) *Special assignments.* Spectrum Management Assignments: Joint (JTF/JFLCC), Theater and Corps Commands; Instructor/Writer.

(e) *Army Career Degree.* See SOCAD Army Career Degree Program.

(f) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(3) *Master Sergeant.*

(a) *Operational assignments.* During this phase of a career, focus on assignments as Division or Corps Spectrum Chief, or on ASCC staffs.

(b) *Self-development.* Under DLC, Master Sergeants will be automatically enrolled in DLC 5 upon selections for the Sergeants Major Academy. DLC 5 tasks are primarily focused at nominative and joint staff levels. A college degree is not a requirement for promotion, but it may be a significant factor for selection to SGM and should be pursued whenever possible. Master Sergeants should strive to complete at least four years of college prior to eligibility for the Master Sergeant Evaluation Board. (For additional information on self-development, see para 11–3.

(c) *Additional training.* BSNCO. Suggested correspondence course: None.

(d) *Special assignments.* *Security Forces Assistance Brigade (SFAB).*

(e) *Army Career Degree.* See SOCAD Army Career Degree Program.

(f) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

(4) *Sergeant Major.*

(a) *Operational assignments.* Forces Command (FORSCOM), CIO–G6, ASCC Army Spectrum Chief (named or numbered Army echelon command, such as the Third Army or HQ U.S. Army Pacific Command).

(b) *Self-development.* Under DLC, SGMs are automatically enrolled in DLC 5 upon completion of the SMC. DLC 5 tasks are primarily focused at nominative and Joint Staff levels. SGMs should have an associate's degree and should continue in courses to obtain a bachelor's degree.

(c) *Additional training.* None.

(d) *Suggested correspondence course:* None.

(e) *Special assignments.* None.

(f) *Army Career Degree.* See SOCAD Army Career Degree Program.

(g) *Army Credentialing Opportunities.* Credentialing opportunities are available at the Army IgnitED website located at <https://www.armyignited.com>.

Chapter 47. Military occupational specialty 25E professional development model

Access to the “Career Maps” is from the ACT Website. They are located under the “Plan/Professional Development Model” tab at the following Web address: <https://actnow.army.mil>.

Chapter 51. Military occupational specialty 25E Reserve Component

The integrated use of the RC, which includes the ARNG and AR, is essential to successful military operations. The RC represents substantive elements of the structure and capability of each service. The contributions of the RC cover the entire spectrum of forces, from combat to CS or CSS, and general supporting forces. The RC Soldier must possess the same qualifications and capabilities within the unit of assignment as his or her RA counterpart in a similar unit of assignment. Duty assignments for career progression do not parallel those of the Active Component (AC). Assignments are constrained based on availability within their state or region. Geographical limitations will determine the types of units in which RC Soldiers may serve, TATS and NCOPDS satisfies PD and functional area requirements. This is the same for all Army components.