

## Chemical Branch

### 1. Introduction

*a. Purpose of the Chemical branch.* The CM branch is aligned under the maneuver support functional group in the operations functional category and is focused primarily on the development, integration, and employment of tactical capabilities that assess, protect against, and mitigate the entire range of chemical, biological, radiological, and nuclear (CBRN) threats and hazards through CBRN operations. CBRN operations support and strategic objectives to counter weapons of mass destruction (CWMD) and operate safely in a CBRN environment. CBRN operations include the employment of capabilities that assess, protect against, and mitigate the entire range of CBRN incidents to enable freedom of action. Additional functions include scientific, developmental, and material management activities for these programs. The branch provides the Army with a highly trained corps of CBRN experts to advise commanders and staffs at all levels in DOD. Officers assigned to the CM branch carry branch code 74.

*b. Proponent information.* The branch proponent is the Commandant, U.S. Army Chemical, Biological, Radiological and Nuclear School (USACBRNS), Ft Leonard Wood, MO, phone (573) 563–7374.

*c. Unique functions performed by Chemical branch.* CBRN officers plan, employ, and coordinate CBRN systems from platoon level through corps and Joint Task Forces in support of joint and unified land operations. These systems include CBRN reconnaissance systems, warning and reporting systems, CBRN protection systems, and CBRN decontamination systems. CBRN officers coordinate assets and efforts in order to support shaping the operational environment, preventing conflict, conducting large scale ground combat operations, and consolidating gains. CBRN officers are prepared to support CWMD operations, interdiction efforts, security cooperation, targeting efforts, and nonproliferation efforts in order to prevent, dissuade, or deny adversaries or potential adversaries from possessing or proliferating WMD. CBRN officers work at all levels of command to advise and provide protection from the range of CBRN threats and hazards. CBRN officers are generally the sole subject matter experts on CBRN operations within their organization. CBRN officers are recognized for their unique capabilities that include expertise in: planning, preparing, executing, and assessing CBRN operations within the range of military operations in a CBRN environment; CBRN reconnaissance; CBRN decontamination; sensitive site assessment and exploitation; CBRN contamination avoidance, protection; and mitigation; and CBRN response. These traits make CBRN officers invaluable in supporting decisive action in CBRN environments. Additionally, CBRN officers perform the following functions and tasks:

- (1) Execute mission command of CBRN forces from platoon to brigade, to include:
  - (a) CBRN platoons (hazard assessment, reconnaissance, biological integrated detection systems (BIDS)\*, and decontamination).
  - (b) CBRNE Response Teams (CRT).
  - (c) CBRN companies (Hazard Response, Area Support\*, and BIDS\*\*).
  - (d) CBRNE companies (Technical Escort).
  - (e) SF Chemical Reconnaissance Detachments (CRD) and Chemical Decontamination Detachments (CDD).
  - (f) CBRN battalions and brigades.

*Note: \*USAR/NG capability; \*\*USAR capability*

(2) Command chemical weapons storage and demilitarization activities/installations and ammunition manufacturing and storage activities/installations.

(3) Command and supervise environmental activities.

(4) Serve as CBRN staff officers in tactical through strategic national-level organizations including Army staffs from battalion through Army level and in OSD, joint, other federal departments, and combatant command staffs. As staff officers, CBRN officers plan, prepare, execute, and assess CBRN operations within the range of military operations in a CBRN environment to include: analyzing CBRN threats and hazards; conducting CBRN vulnerability assessments; planning, conducting, and supervising CBRN training and operations; evaluating CBRN technical and tactical intelligence data; planning CBRN reconnaissance and surveillance missions; planning and coordinating resources for decontamination operations; planning and coordinating CWMD and CBRN response operations; and

integrating CBRN into the scheme of protection for the force.

(5) Analyze capability requirements, determine gaps, and develop/revise doctrine, organizational structure, training and leader development, personnel, facilities, and material solutions to enhance the current and future regiment.

(6) Serve as CBRN advisors to Commanders for all components: ACC, USAR and ARNG organizations.

(7) Support Defense Support of Civil Authorities (DSCA) operations for CONUS incidents involving CBRN hazards. Advise civil, federal, state, and international agencies in CBRN operations and consequence management for incidents involving CBRN materials.

## **2. Officer characteristics required**

*a. Characteristics required of all officers.* All officers are expected to possess the base characteristics that will enable them to develop into agile and adaptive leaders for the 21<sup>st</sup> century. Our leaders must be grounded in Army Values and the Warrior Ethos, competent in their core proficiencies, and broadly experienced to operate across unified land operations. They must be able to operate in joint, interagency, intergovernmental and multinational (JIIM) environments and leverage capabilities beyond the Army in achieving their objectives. Our officers must be culturally astute and use their awareness and understanding to conduct operations innovatively and courageously to exploit opportunities in the challenges and complexities of the operational environment. They must be dynamic, competent warriors who apply the character attributes and core competencies required of contemporary leaders. Further explanation of these characteristics can be referenced in ADP 3.0, ADRP 6–22, and chapter 3 of this publication.

*b. Unique knowledge and skills of a CBRN officer.* CBRN officers must be able to work in an environment where the volatility, uncertainty, complexity, and ambiguity (VUCA) of a situation influences the time available for problem analysis but where sound and timely decisions are urgent. Information gained in this environment will vary in its completeness and ambiguity. An ability to operate under stress, make decisions, and act under a variety of conditions is critical to success. CBRN officers must also be technically proficient with branch and mission-unique equipment, tools, and systems. CBRN mission success requires the proper balance between technical skills and the ability to understand and apply the appropriate tactical skills at the right moment. These skills must be gained and developed through repetitive operational and institutional assignments and continuous professional study and self-development. CBRN officers must not only know their own unique branch skills, tactics, techniques, procedures, and specialized equipment; but they must also know the uniqueness of the units to which they are assigned or are supporting. Officers must possess expert knowledge of CM branch requirements, combined arms maneuver, CBRN unit support, and coordination principles. This knowledge includes practical experience in tactics, combined arms operations, and the employment of all assets available to the CM branch, as well as general knowledge of JIIM operations and how the CM Corps supports each of them. Officers gain this knowledge through a logical sequence of broadening assignments, continuous education, training, and experience sustained through mentoring. Individual officers sustain knowledge through institutional training and education, experience gained in operational assignments, and continuous self-development. Additionally, the Chemical Branch has prponency for the following skills (detailed descriptions contained in DA Pam 611-21):

(1) L3 – Technical Escort

(2) L4 – Biological Integration Detection System

(3) L6 – CBRN Reconnaissance for Brigade Combat Teams

## **3. Critical officer developmental and broadening assignments**

*a. Chemical, biological, radiological, and nuclear officer career development.* CBRN officers develop in the operations functional category. A CBRN officer should expect, over the span of a 20-to-30 year career, to be assigned to a variety of units, organizations, and developmental and broadening assignments. An officer will serve in several troop assignments in CBRN and other units from platoon to Army level; CTC; TRADOC service schools; CM weapons storage and demilitarization; DA, DOD, field operating agency, OSD, interagency, joint and combatant command staff positions; and service in cross component billets. Key Development (KD) assignments for each grade are listed below. These positions

impact the Army and the CBRN mission over the longer term and are especially challenging. Officers should seek one or more of these assignments at each level of their career. (See fig 1 for an AC career development model and fig 3 for a RC career development model.) **Regardless of the assignment, individual success is ultimately tied to performance.**

*b. Lieutenant.*

(1) *Education.* Newly commissioned officers will attend the CBRN Basic Officer Leadership Course (BOLC) at the USACBRNS at Fort Leonard Wood, Missouri. CBRN BOLC prepares lieutenants for assignment as a CBRN platoon leader and Battalion level CBRN staff officer. The course provides knowledge of radiation fundamentals; CBRN reconnaissance and decontamination operations; hazardous material operations; obscurant operations; CBRN staff functions; staff operations; administrative procedures; organizational and personnel management; logistics operations; individual/unit training; and individual and unit tactical operations. CBRN lieutenants also undergo training with actual toxic CM agents, biological simulants, and radioactive sources in the Chemical Defense Training Facility (CDTF). Upon graduation lieutenants are DOD certified at the hazardous materials technician level, prepared to lead platoons, and serve as battalion CBRN officers. Lieutenants have the opportunity after BOLC to attend Airborne and other schools if follow-on duty assignments require specific training. Ranger training is authorized for officers with a projected assignment to the 75th Ranger Regiment.

(2) *Assignment.* BOLC graduates should expect to serve in a variety of positions ranging from battalion-level assistant S3/CBRN officer to CBRN company positions that will develop critical leadership and CM branch skills. KD duty positions include battalion staff officer, platoon leader, team leader of a CBRNE response team (CRT) and company executive officer. These positions build a solid foundation that is the bedrock for the remainder of the officer's career. Aide-de-Camp assignments are broadening experiences for lieutenants.

(3) *Self-development.* Self-development during this portion of a CBRN officer's career should focus on tactical fundamentals, troop leading procedures, leadership skills, organizational maintenance resupply operations, administrative operations, and CBRN technical proficiency skills. CBRN lieutenants must take the initiative to gain knowledge and experience for the next level of assignment and the responsibilities of a captain. Self-improvement and development can be achieved through observing different activities and officers at the company, battalion, and brigade levels, while seeking out mentors and gaining experience in a variety of duty positions.

(4) *Desired experience.* The focus during the lieutenant years is to acquire and refine leadership and branch-related coordination, logistics, and administrative skills. Inculcation of the Warrior Ethos and Army core values is essential in the development of young officers. CBRN lieutenants should also become proficient in both common core and branch tasks. Before promotion to captain, officers should possess an in-depth knowledge of unified land operations as well as knowledge of CBRN operations.

(5) *Branch detail officers.* Lieutenants detailed to the CM Corps follow the same career development path as basic branch CBRN lieutenants. They can expect opportunities to serve at the battalion level as an assistant S3/CBRN officer and in platoon/CRT leader and executive officer positions at the company level. These officer development opportunities are the foundation for successful careers in every branch of the Army. At the end of the detail period, officers revert to their basic branch. These officers normally attend a transition course sponsored by their basic branch before serving subsequent assignments. (See Part One of DA PAM 600-3 and AR 614-100 for additional information concerning the branch detail program.)

*c. Captain.*

(1) *Education.* Officers will attend the CBRN Captains Career Course (CBRN C3) to prepare for company-level command and duties in brigade or higher-level staff positions. CBRN C3 further develops and reinforces CBRN officers with the skills and knowledge in the areas of leadership, training management, written and oral communications, Army Operations (fundamentals and doctrine), staff procedures, CBRN defense (fundamentals and doctrine), decontamination, reconnaissance, Basic Radiological Safety, HAZMAT response, CWMD, CBRN response, and threat doctrine and capabilities. Officers have another opportunity to attend Airborne and other military schools enroute from the career course to a follow-on assignment.

(2) *Key developmental assignments.*

(a) Following attendance at the CBRN C3, captains should expect to serve as a CBRN officer in a BCT or brigade-level command. In this position, the officer has a major impact on the CBRN preparedness of that unit.

(b) Experience as a Company Commander is critical for a CBRN captain's development and should be held for a minimum of 12 months with a goal of 18 months. CBRN and CBRNE company command opportunities are few and, as a result, are highly competitive. CBRN captains should strive to command in a branch generalist company command, such as battalion and brigade HHCs or a basic combat training company, if CBRN/CBRNE company command is unavailable.

(3) *Developmental and broadening assignments.* Officers who have served at least 24 months in a branch-coded position, to include company command, can be assigned to positions that round out leadership and technical proficiency listed below:

- (a) Division/corps CBRN staff.
- (b) Battalion/brigade primary staff.
- (c) Small group leader.
- (d) RC observer controller.
- (e) CTC observer/coach-trainer.
- (f) Security Force Assistance Brigade (SFAB) CBRN officer.
- (g) USMA faculty and staff.
- (h) ACOM or DRU
- (i) Joint staff officer.
- (j) ROTC staff.
- (k) HQDA/Pentagon staff.
- (l) U.S. Army Recruiting Command (USAREC).
- (l) Army sponsored fellowships, scholarships, and internships (Broadening Opportunity Programs).
- (m) Aide-de-camp.
- (n) HRC assignments manager.
- (o) Training with Industry (TWI) with a utilization assignment.
- (p) Instructor, USA Element, Naval Academy.
- (q) Contingency support detachment, White House military office.

(4) *Self-development.* During this phase, CBRN officers must refine their leadership, tactical, and technical skills. CBRN officers who plan to make the Army a career beyond the company grade level are strongly encouraged to participate in a master's degree program offering enrollment while attending the CBRN C3. Additionally, the advanced civil schooling option is a fully funded program that supports advanced degree requirements for certain branches and FAs. Many universities award constructive credit for military courses, which can facilitate earning an advanced degree at an accelerated pace. Lastly, officers can obtain an advanced degree at their own expense or by using tuition assistance during off-duty hours. A full explanation and eligibility requirements for these programs are contained in AR 621-1. A CBRN officer should also dedicate time to complete and use the Commandant's Reading Program (CRP) to gain a historical perspective on tactical, strategic and leadership challenges of interest to CM Corps Soldiers. (see the CRP on the CBRNS Homepage at <https://home.army.mil/wood/index.php/units-tenants/USACBRNS>).

(5) *Desired experience.* CBRN captains should complete 12 to 18 months in company command, and 24 months total in KD assignments. They should strive to gain an in-depth understanding of unified land operations and become proficient in all captain-level common core and branch tasks for CBRN officers. These tasks provide the foundation of CBRN operations and leadership required to effectively serve in the branch at increasing levels of responsibility. Captains require a working knowledge of command principles, battalion and brigade-level staff operations, and CBRN operations at the battalion to brigade levels.

*d. Major.*

(1) *Education.* After selection for promotion to major, CBRN officers are required to complete Intermediate Level Education (ILE) (see para 2-5), and compete on ILE selection boards in conjunction with the Major ACC Promotion Selection Boards to consider officers for resident or non-resident ILE opportunities. Officers will be selected for the resident U.S. Army Command and General Staff Officer Course (CGSOC), Satellite CGSOC, or distance learning. Officers may also compete for sister service ILE, foreign ILE, and interagency fellowships. Completion of ILE is required prior to 15th year of commissioned

service. Completion of ILE is also required to remain competitive for promotion to lieutenant colonel. Upon completion of ILE, officers may also compete for the Advanced Military Studies Program (AMSP) which is a graduate-level education program at the School of Advanced Military Studies (SAMS). Upon graduation from AMSP, officers are required to serve one to two years of a utilization tour as a Corps or Division plans or operations/assistant DCS, G-3/5/7 staff officer.

(2) *Key developmental assignments.* CBRN majors should aggressively seek one of the following assignments for a period of 12-18 months:

- (a) Battalion S3/XO.
- (b) Brigade S3/XO.
- (c) Deputy division CBRN staff officer.
- (d) Joint staff officer (refer to para 3–13 for information on Joint assignments).
- (e) Major level commander.
- (f) Separate brigade CBRN officer.
- (g) Brigade primary staff officer.

(3) *Developmental and broadening assignments.* Desirable developmental assignments for CBRN majors include (for a more complete list, see the Broadening Opportunity Programs (BOP) Catalog on the HRC website):

- (a) Division/CORPS/ASCC CBRN staff officer.
- (b) ACOM/DRU/HQDA staff officer.
- (c) SF Group CBRN officer.
- (d) USMA faculty and staff.
- (e) CTC O/C-T.
- (f) RC O/C-T.
- (g) TRADOC staff officer.
- (h) Maneuver Support Center of Excellence (MSCOE) staff officer.
- (i) USACBRNS staff officer
- (j) Command and General Staff College faculty and staff.
- (k) HRC assignments manager.
- (l) ROTC assistant professor of military science (APMS).
- (m) JIIM Organizations and commands.
- (n) CM/biological arms control/verification.
- (o) Army sponsored fellowships, scholarships, and internships (see BOP).
- (p) USAREC.

(4) *Joint assignments-field grade.* CBRN officers can expect to be considered for joint duty assignments worldwide. After assignment to other KD positions, majors and lieutenant colonels should aggressively seek opportunities for joint qualification. Joint experience is important to the Army and professionally develops officers for advancement into senior leadership positions. At this point in their career, officers should be working toward JPME II qualification. Joint qualification is a benchmark qualification for promotion to colonel. Refer to paragraph 3–13 for information on Joint assignments.

(5) *Self-development.* Majors should continue self-development efforts to become experts in all aspects of the CM Corps and joint and multinational operations. Self-development should include correspondence courses (such as the Defense Strategy Course) and civilian education. Officers should devote time to a professional reading program to broaden their warfighting perspective. Officers should strive to complete a master's degree or equivalent at this point in their career, such as the Master of Military Art and Science (MMAS) Degree offered at Fort Leavenworth, KS in conjunction with resident CGSOC. CBRN officers should also seek opportunities to attend the CBRN Senior Staff Planners Course at the USACBRNS. The course focuses on providing CBRN organizational capabilities, real-time threat and plans briefings, targeting information, protection, counter improvised explosive devices threats, environmental concerns, combating WMD, homeland security information sharing, planning at division and higher headquarters and existing intelligence on the current conflicts.

(5) *Desired experience.* CBRN majors should strive to complete 24 months in a key development assignment. CBRN majors should also serve in several developmental and broadening assignments to further develop their technical and tactical competencies and broaden their experience base necessary to succeed at the lieutenant colonel and colonel levels. CBRN majors will transition their development to a mastery of CBRN support as part of joint and multinational operations.

*e. Lieutenant colonel.*

(1) *Education.* Selection for SSC is extremely competitive. Officers are selected to either attend SSC in residency or to complete SSC through the U.S. Army War College Distance Education Course. A HQDA board centrally selects both of these courses. Self-development objectives should continue to build warfighting and branch technical expertise. All lieutenant colonels selected for CSL command or division/corps ASCC staff positions will attend the CBRN Pre-Command Course in order to “re-green” on understanding of the current organizational structure, threats, and operational picture of the CM Corps and CBRN Enterprise. Attendance at PCC will be unit funded.

(2) *Key developmental assignments.* The pinnacle assignment for CBRN lieutenant colonels is battalion commander. CBRN lieutenant colonels are centrally selected by a DA board to serve as commanders of CBRN battalions, training battalions, ammunition plants, CM facilities, depots, garrisons, warrior transition battalions, and recruiting battalions. Commands are typically 24 months in length. In addition, CBRN lieutenant colonels are chosen to serve as division CBRN officers by the Chief of CM at the USACBRNS. Division CBRN officer assignments are typically 24 months for CONUS and Korea. These following assignments are considered Key developmental:

- (a) Lieutenant colonel-level command.
- (b) ACOM/ASCC/DRU, HQDA, OSD staff officer.
- (c) Joint staff officer (refer to Part One of DA PAM 600-3 for information on Joint assignments).
- (d) Division CBRN officer.
- (e) Brigade Deputy Commanding Officer.
- (f) SAMS followed by a utilization tour.

(3) *Developmental and broadening assignments.* Desirable developmental assignments for CBRN lieutenant colonels include (for a more complete list, see the Broadening Opportunity Programs (BOP) Catalog on the HRC website):

- (a) Corps/ASCC CBRN staff officer.
- (b) TRADOC staff officer.
- (c) Maneuver Support Center of Excellence (MSCOE) staff officer.
- (d) USACBRNS staff officer.
- (c) ROTC Professor of Military Science (PMS).
- (d) Assignments Branch Chief HRC.
- (e) CM/biological arms control/verification.
- (f) Inspector General.
- (g) Command and Staff College faculty and staff.
- (h) O1C positions on division staff.
- (i) USMA faculty and staff.

*\* Note that assignment opportunities for some CBRN lieutenant colonel positions will be limited to former battalion commanders.*

(4) *Joint assignments-field grade.* CBRN officers can expect to be considered for joint duty assignments worldwide. After assignment to other KD positions, majors and lieutenant colonels should aggressively seek opportunities for joint qualification. Joint experience is important to the Army and professionally develops officers for advancement into senior leadership positions. At this point in their career, officers should be working toward JPME II qualification. Joint qualification is a benchmark qualification for promotion to colonel. Refer to paragraph 3–13 for information on Joint assignments.

(5) *Desired experience.* Lieutenant colonels should have successfully completed requirements as a major as well as assignments as a lieutenant colonel in CM branch-coded positions for at least 24 months.

*f. Colonel.*

(1) *Education.* Officers are selected to either attend SSC in residency or to complete SSC through the U.S. Army War College Distance Education Course. A HQDA board centrally selects both of these courses. Opportunities for educational fellowships are also available and can grant MEL SCC accreditation in lieu of attendance at an SCC. Self-development objectives should continue to build warfighting and branch technical expertise. All colonels selected for CSL command or for division/corps ASCC staff positions will attend the CBRN Pre-Command Course (PCC) in order to re-green on understanding of the current

organizational structure, threats, and operational picture of the CM Corps and CBRN Enterprise. Attendance at PCC will be unit funded.

(2) *Key developmental assignments.* The following assignments are considered KD for CBRN colonels:

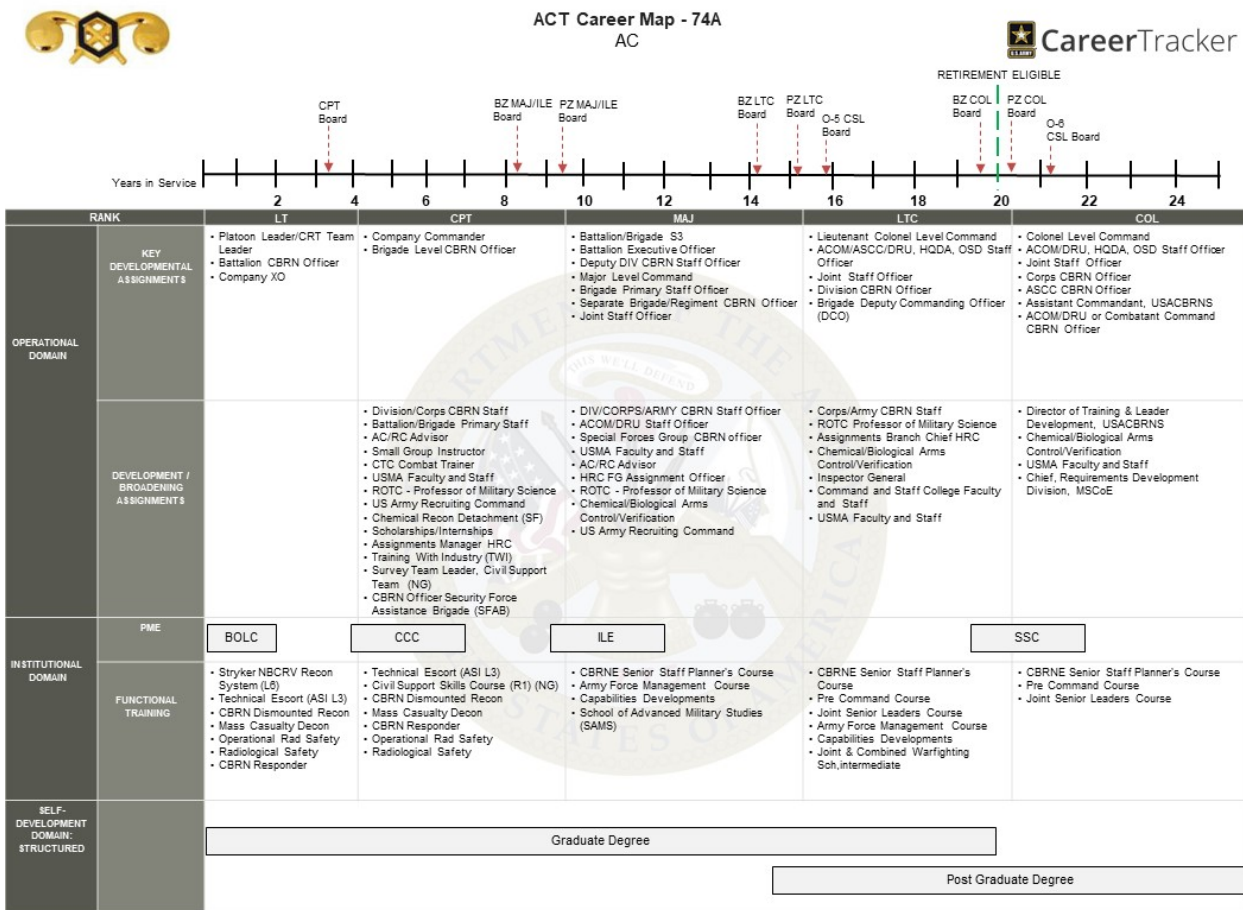
- (a) Colonel-level command.
- (b) ACOM/DRU, HQDA, OSD.
- (c) Joint staff officer (refer to chap 3–13 for information on Joint assignments).
- (d) Corps or ASCC CBRN officer.
- (e) Assistant Commandant, USACBRNS.
- (f) Combatant Command CBRN officer.

(3) *Developmental and broadening assignments.*

- (a) TRADOC staff officer.
- (b) CM/biological arms control/verification.
- (c) USMA faculty and staff.
- (d) 01C coded positions in corps and ASCC.

(4) *Desired experience.* CBRN colonels should have successfully completed assignments as a colonel in CM branch-coded positions for at least 24 months. The primary experience objective is optimal application of a colonel's tactical and technical capabilities and executive and leadership skills in those positions that best support the OSD, combatant command, and multinational force requirements.

Figure 1. RA Chemical officer development



#### **4. Branch transfer**

a. All officers desiring to transfer into the CM Branch must follow the guidance provided in the CBRN officer branch-transfer policy memorandum (available upon request).

b. This policy intends to assist officers in the rank of first lieutenant through non-promotable major who reclassify to AOC 74. Officers reclassifying into AOC 74 will receive CBRN technical training while limiting redundancy of previously received tactical (common core, or other) training. The AOC granting authority will award AOC 74 based on completion of CBRNC3.

c. Officers in the rank of major (promotable) and above are considered for branch transfer on a case-by-case basis. Officers may request a grade waiver exception to policy for 74A branch transfer. All requests for grade waiver exception to policy must be approved in writing by the Commandant, USACBRNS.

**5. JIIM Assignments.** The development of CBRN officers will also focus on the development of agile, adaptive, and multi-skilled leaders who collectively embody knowledge of JIIM organizations. CBRN officers will be considered for a billet on the JDAL based on the needs of the Army, professional development needs of the officer, and availability of a joint assignment. JIIM experience, developed through sequential assignments, provides the broad perspective necessary to be successful now and in the future. CBRN Colonels may also be credited for joint service through the point system based on qualifying joint service via the joint qualification system (JQS). The objective of the JQS is to ensure a systematic, progressive, career-long development of officers in joint matters and to ensure that officers have the requisite experience and education to be highly proficient in joint matters, as directed in Title 10, USC, Chapter 38. JQS allows officers to apply for joint credit based on experience in positions in the Contemporary Operating Environment. Officers will apply for joint credit based upon their operational experiences within one year of completion of the potentially qualifying assignment. For more information go to the following Joint Qualification System website: <https://pki.dmdc.osd.mil/appj/jqs/init.do>.

#### **6. Warrant officer development**

a. *Unique knowledge and skills of a CBRN warrant officer.* All Army Warrant Officers (WO) must maintain the level of officer characteristics as identified in paragraph 2.a, above.

(1) Chemical Branch Warrant Officers (WO) are expert technicians who serve as CBRN System Integrators, Standard and Certification Officers and experts in CBRN Information Preparation of the Battlefield (IBP); who possess a strong warrior ethos and leadership attributes; and who fully understand the key tasks that assure mission success. Additionally, CBRN warrant officers possess branch unique knowledge, skills, and attributes which require professional development.

(2) CBRN WOs must be technically proficient in the operation, integration, and unique maintenance requirements of all mounted and dismounted CBRN systems, all program of record modeling systems, and must possess knowledge of Chemical branch requirements, combined arms operations, Large Scale Combat Operations (LSCO), CBRN technical force support, and coordination principles. This knowledge includes practical experience in tactics, combined arms operations and the employment of all CBRN related assets, as well as general knowledge of joint, interagency, intergovernmental, multinational (JIIM) operations principles of how to counter weapons of mass destruction; enable expeditionary movement and maneuver, and defend the homeland.

(3) CBRN WOs gain this knowledge through sequential and progressive institutional training and education, field experience, and self-development.

(4) CBRN WOs sustain knowledge through institutional training and education, duty in operational assignments and continuous self-development. Warrant Officers may deploy with their units or as individuals to support the range of military operations.

(a) Warrant Officers begin their careers as a WO1 after successfully completing the Warrant Officer Candidate School and Warrant officer Basic Course (WOBC). WO1 are Officers appointed by warrant with the requisite authority pursuant to assignment level and position given by the Secretary of the Army. CW2s and above are Commissioned Officers with the requisite authority pursuant to assignment level and position as given by the President of the United States. Both WO1 and CW2 are considered company grade warrant officers. Company Grade WOs primary focus are to become skilled technicians at the tactical level of war



(company and team level). Company grade CBRN WO that serve at the company and team level are expected to build expertise in CBRN system management and readiness, operation, employment, crew and team certifiers. Company grade WO can be assigned to fill Field Grade WO (CW3/CW4) positions but this should only occur if a CW3/CW4 is not available.

(b) Chief Warrant Officer 3 (CW3) are considered field grade warrant officers and advanced level experts. CW3s primarily support operations at the CBRN battalion or within a division CBRN cell. It is expected that prior to being assigned to a division, a CBRN WO has served at the company and team level. The experience and knowledge gained at the company and team level will be applied at the battalion and division level. The focus of a field grade CBRN WO is to assist in the planning of CBRN operations, the management, sustainment, integration and readiness of CBRN defense equipment within CBRN BNs and within Brigade Combat Teams (BCT), if serving at the division level, be proficient at CBRN IPB and enemy weapons systems capability, be integrators and operators of all CBRN modeling systems, standardizers and certifiers of crew/team certifications. Field grade WOs are also responsible for the management, mentorship and development of all CBRN WOs serving in subordinate organizations.

(c) Chief Warrant Officer 4 (CW4) are senior level experts. CW4 will support operations at the Corps and Army Service Component Commands (ASCC). It is expected that prior to a CW4 being assigned to the Corps or ASCC level the WO would have served at the division level. CW4 focus is the application of skills, knowledge and experience attained at previous positions. At the operational level of war, CW4 focus in areas of CWMD operations, planning, management, sustainment and readiness of CBRN defense equipment assigned to subordinate organizations, CBRN IPB focus, liaison of Installation Integrated Chemical Equipment Management Program (ICEMP) and liaison to CBRN Equipment Program Managers. The scope of a CW4s CBRN Modeling Skills will expand to integrating and operating joint modeling systems. Senior Level WOs are also responsible for the management, mentorship and development of all CBRN WOs serving in subordinate organizations.

(d) Chief Warrant Officer 5 (CW5) are mastery level experts that support operations echelons, Centers of Excellence and MACOMs. CW5 will focus on the integration of emerging technologies, the readiness of MTOE CBRN Equipment to optimize its use in sustainment, support of Homeland Defense and Large Scale Combat Operations. Foster and maintain key strategic partnerships within DoD, National, and International CBRN communities, and key national partnerships to include sister services, joint staff, OSD=NCB, DHLS, and combatant commands. Mastery level WOs are also responsible for the management, mentorship and development of all CBRN WOs serving in subordinate organizations.

*b. The Chemical Regiment possesses one warrant officer military occupational specialty (MOS) Chemical, Biological, Nuclear and Radiological (CBRN) Technician (740A). CBRN WOs are executive-level professionals who provide technical and tactical expertise and experience to enable freedom of maneuver at tactical through strategic levels of war. CBRN WOs command the deepest focus of the 74 series career management field. As CW2 through CW5, commissioned WOs provide continuity of service as subject matter experts to commanders and staffs throughout their careers on matters relative to the following functions/tasks:*

(1) Company Grade Warrant Officers (WO1 and CW2) serve and support operations within CBRN Companies (Hazard Response, Area Support, and BIDS), CBRNE Companies (Technical Escort), and Civil Support Teams. WO1/CW2 duties and responsibilities include: (a) Manage unit HAZMAT and radiation programs.

(a) Manage and advise the commander on collective crew and team certifications.

(b) Responsible for the integration, readiness, maintenance management and training of all CBRN equipment (MTOE) or Commercial off the Shelf (COTS)

(c) Advisor to program managers and combat developers to improve CBRN equipment/systems readiness.

(d) Advise the commander on optimal troop and equipment decontamination, terrain decontamination and mass Casualty Decontamination techniques and procedures.

(2) Field Grade Warrant Officers (CW3) serve and support operations at CBRN battalions, CBRN Brigades, Division CBRN Cells, and CBRNE Commands. CW3 Duties and responsibilities include:

(a) Plan the employment and integration of CBRN capabilities in support of JIIM, and combined arms operations.

(b) Plan and manage the Battalion certification program.(c) Advise the commander on training

strategies, policies and doctrine.

(c) Advise on and provide expertise on CBRN Battalion METL to include Sensitive Site Exploitation (SSE), Sensitive Site Assessment (SSA), mounted and dismounted reconnaissance, decontamination operations and technical escort operations during combined arms prosecution of WMD sites.

(d) Expert in enemy CBRN capabilities, CBRN Information Preparation of the Battlefield (IBP) and serves as the knowledge manager on Chemical Brigade and Division CBRN Cells.

(e) Expert in CBRN modeling warning & reporting and hazard prediction.

(f) Manages the requisition of chemical protective gear for subsidiary units through the ICEMP.

(g) Division Manager for CBRN Defense Equipment reporting.

(h) Oversees training and certification of division organic dismounted and mounted CBRN reconnaissance platoons.

(3) Senior Warrant Officers (CW4) serve and support within CBRN Brigades, CBRNE Commands and Corps CBRN Cells. CW4 duties and responsibilities include:

(a) Provide operational, planning, exercise and technical support to ARSTAFF and ASCCs across the full spectrum of CWMD.

(b) Facilitates Corps and ASCC level warning and hazard prediction modeling.

(c) Facilitates the resourcing of CBRN training, integration and sustainment of CBRN systems that enhance CBRN readiness of subordinate units.

(d) Advisor on all aspects of CBRN equipment to include capability, maintenance and employment.

(e) Serves as liaison between organizations and program managers on all CBRN equipment.

(f) Serves as a planner for all CBRN or CWMD related missions.

(g) Manages contingency CBRN equipment through ICEMP.

(h) Provides technical expertise of specialized technology employment and sustainment in support of Homeland Security and Overseas Contingency Operations.

(4) Senior CBRN Warrant Officers (Mastery Level) (CW5) serve and support operations within Joint Forces Headquarters, TRADOC, ASCCS and Army Staff. Duties and responsibilities of CW5 include:

(a) Plans, coordinates, and synchronizes CBRN and CWMD related proponent activities across the DOTMLPF domains.

(b) Fosters and maintains key strategic partnerships within DOD, National, and International CBRN communities, and key national partnerships to include sister services, Joint Staff, OSD-NCB, DHLs, Combatant Commands, JPEO-CBD, DTRA, FORSCOM, ARNG, USAR and TRADOC.

(c) Responsible for the assessing, training, developing and management of CBRN Warrant Officers.

(d) Contribute to the concepts, testing, acquisitions and modernization of CBRN Systems.

### *c. Warrant officer development.*

(1) The Warrant Officer Development Model is focused more on the quality and range of experience rather than the specific gates or assignments required to progress.

(a) *Company Grade (WO1/CW2)*. WOs are assessed according to the needs of the Army, previous MOS, education and experience. All AC and USAR WO candidates must attend the resident Warrant Officer Candidate School (WOCS) at Fort Rucker, AL. The ARNG WO candidates can attend various states' two-phased WOCS at Regional Training Institutes (RTIs) in-lieu of WOCS at Fort Rucker. The focus of the course is common material that provides the professional skills, knowledge and behaviors required of all WOs, regardless of specialty. WOCS graduates are appointed to warrant officer one, grade W1. The appointment is contingent upon certification by the MOS proponent that the WO is technically and tactically qualified to serve in the authorized WO position. Throughout a WO's career, the model highlights the need to gain operational assignment experience. WOs should continue their self-development, professional reading and pursuit of military and civilian education goals. Company Grade WOs should continue towards completing an Associate's Degree in not already completed.

(b) *Field Grade to Senior Grade (CW3/CW4)*. At this point in a WOs career, the model highlights the need to gain a broader understanding of both their MOS and of their AOC. WOs should seek nominative assignments. WOs should seek Training with Industry (TWI) and broadening assignment opportunities. WOs should continue their self-development, professional reading and pursuit of the next military and civilian education goals. At this point in their career, WOs should work toward completing their Bachelor's Degree.

(c) *Senior Grade (Mastery Level) (CW5)*. Capstone achievement for all AOC/MOS. Once an Officer

has received their functional AOC capstone designation, it is then that they should strive to get training and assignments giving them the additional skills necessary to lead the Army of the future. Lifelong learning, supported by both civilian and military education, provides critical opportunities to develop both joint and expeditionary competencies. Flexible time lines enable WOs to serve longer in developmental assignments ensuring they have adequate time to gain skills and experience and also support unit readiness and cohesion. At this point in their career, WOs should work toward completing their Master's Degree.

*d. CBRN WO1 development.*

(1) Education. Upon graduation from WOCS and appointment to grade W1, each Officer will attend the USACBRNS Warrant Officer Basic Course (CWOBC). The CWOBC is Chemical Corps developed and administered to all CBRN warrant officers upon completion of warrant officer candidate school. The course must be completed within two years of appointment or an exception to policy must be request and approved, otherwise, forfeiture of warrant officer status takes place. The primary focus of CWOBC is MOS specific, augmented with common-core subjects. The common-core subjects are designated by a Task Site Selection Board and monitored by the Warrant officer Career College.

(a) Common-core for CBRN WOs consists of common Regimental and professional training objectives for all CBRN WOs. The training identifies critical skills for the new WO to be effective in the Chemical Corps and in the operational Army.

(b) MOS certification consists of unique training requirements identified specifically for the CBRN WO MOS. The WOBC curriculum varies depending on the ever-changing requirements of our CBRN units and threats to our nation. The course is identified as a certification of required skills for CBRN WO training at the basic-level. WOBC focuses on the following: equipment (operation and theory of operation), hard sciences (chemistry/biology), science of decontamination, analytical operations, DSCA-civil/domestic operations, program management (certification/maintenance) and NBCRV Operation.

(2) WO1 Developmental assignments:

- (a) Area Support Technician.
- (b) CBRNE Response Team Assistant Team Leader.
- (c) Civil Support Team Survey Team Leader.
- (d) CBRN Response Operation Technician.
- (e) Hazard response Company Technician.

(3) Self-development. The WO1 should actively pursue self-development opportunities to fully master all aspects of their first assignment. Self-development may include but are not limited to distributive learning courses, civilian education, and institutional training. Examples include Mass Casualty Decontamination Course, Underground Facility/Subterranean Training, DNWS Distance Learning/Resident CWMD Courses, and FEMA Distance Learning/Resident Courses.

(4) Desired experience. The WO1 should continue to reinforce and hone technical and tactical skills. Inculcation of the warrior ethos and Army core values is essential in the development of young CBRN WOs. Prior to promotion to CW2, WOs must possess an in-depth knowledge of combined arms and CBRN operations gained through institutional and on the job training.

*e. CW2 development.*

(1) Education. One day after promotion to CW2, WOs are eligible to attend the USACBRNS Warrant Officer Advanced Course (WOAC). WOAC focuses on advanced technical training and common leader development subjects designed to prepare WOs for assignment in CW3 level positions. WOAC consist of non-resident and resident training. All CW2s selected for division/corps ASCC staff positions will attend the CBRN Pre-Command Course in order to re-green on understanding of the current organizational structure, threats, and operational picture of the CM Corps and CBRN Enterprise. Attendance to PCC will be unit funded.

(2) CW2 assignments.

(a) Developmental:

- (1) Area Support Technician.
- (2) CBRNE Response Team (CRT) Assistant Team Leader.
- (3) Civil Support Team Survey Team Leader.
- (4) CBRN Response Operation Technician.
- (5) Hazard response Company Technician.

(b) Broadening:

- (1) Warrant Officer Career College TAC Officer.

(3) Self-development. After becoming an expert in their current position (24-26 months), CW2s should seek functional courses that will prepare them for their next unit of assignment. Self-development may include but is not limited to distributive learning courses, civilian education, and institutional training. Examples include: CBRNE Senior Staff Planner's Course, Hazard Prediction assessment Capability (HPAC), Integrated Weapons of Mass Destruction Toolset (IWMDT), Integrated Munitions Effects Assessment (IMEA) and the Counter Proliferation Planning System (CaPS). Completion of an associate's degree is recommended prior to promotion to CW3.

(4) Desired experience. CBRN WOs should seek maximum exposure by serving in multiple CBRN assignments and deployments. WOs will be assigned to Assistant Team Leader positions on CBRNE Response Teams (CRT), Civil Support Team (CST) Sample Team Leader, Technical Escort Operations Warrant Officers and Hazard Response Operations Technicians.

*f. CW3 development.*

(1) Education. WOAC focuses on advanced technical training and common leader development subjects designed to prepare WOs for assignment in CW3 level positions. WOAC consist of non-resident and resident training. WOs attend resident advanced course training at USACBRNS. WOs should strive to complete WOAC prior to promotion to CW3. One day after promotion to CW3, CBRN WOs are eligible to enroll in Warrant Officer Intermediate Learning Education (WOILE). WOILE provides CW3 and CW4 with the intermediate level education and influential leadership skills necessary to integrate their technical expertise in support of leaders as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of Army, Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations executing Unified Land Operations through Decisive Action. All CW3s selected for division/corps ASCC staff positions will attend the CBRN Pre-Command Course in order to "re-green" on understanding of the current organizational structure, threats, and operational picture of the CM Corps and CBRN Enterprise. Attendance to PCC will be unit funded.

(2) CW3 Assignments.

(a) Developmental.

- (1) Battalion CBRN Operations Technician.
- (2) CBRN Brigade Operations Technician.
- (3) Division CBRN Technician.
- (4) WMD Coordination Team (WCT) CBRN Technician.

(b) Broadening.

- (1) WOBC/WOAC Small Group Leader (SGL).
- (2) Proponent Combat Developer.
- (3) Deputy Assistant Commandant CBRN Technician (DAC-NG)(NG Only)

(3) Self-development. CW3 are encouraged to seek courses that will help prepare them for their next position. As a WO transitions from company and team positions, their focus will change to the Battalion and Division Staff. Completion of a baccalaureate degree is recommended prior to promotion to CW4. Warrant officers that have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree at a civilian educational institution.

(4) Desired experience. CW3 should pursue CBRN Battalion positions followed by assignment to a Division Staff.

*g. CW4 development.*

(1) Education. WOILE provides CW4 with the intermediate level education and influential leadership skills necessary to integrate their technical expertise in support of leaders as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of Army, Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations executing Unified Land Operations through Decisive Action. All CW4s selected for division/corps ASCC staff positions will attend the CBRN Pre-Command Course in order to re-green on understanding of the current organizational structure, threats, and operational picture of the CM Corps and CBRN Enterprise. Attendance to PCC will be unit funded.

(2) CW4 Assignments:

- (a) Developmental:
  - (1) Brigade CBRN Technician.
  - (2) CWMD Plans/Ops Technician.
  - (3) Corps CBRN Technician.
  - (4) CBRNE Command Senior CBRN Technician.

- (b) Broadening:

- (1) Branch Manager.
  - (2) Course Writer/Developer
  - (3) Self-development. CBRN CW4s must continue to actively pursue self-development

opportunities to fully master all aspects of operations including continued performance at multiple echelons and in joint operations.

(3) Desired experience. CBRN CW4s will serve at multiple echelons and positions. They should seek to serve in joint assignments and provide leader development, mentorship, advice, and counsel to NCOs, WOs, and Officers. The CW4s have special mentorship responsibilities for other WOs and provide essential advice to commanders on CBRN technical and WO issues.

h. CW5 development.

(1) Education. Working towards a graduate degree is recommended. All AC and RC WOs should attend Warrant Officer Senior Service Education (WOSSE) prior to promotion to CW5.

(2) CW5 Assignments:

(a) Developmental.

- (1) *Chemical Corps Chief Warrant Officer.*
- (2) *Joint Forces Headquarters Senior CBRN Warrant Officer.*

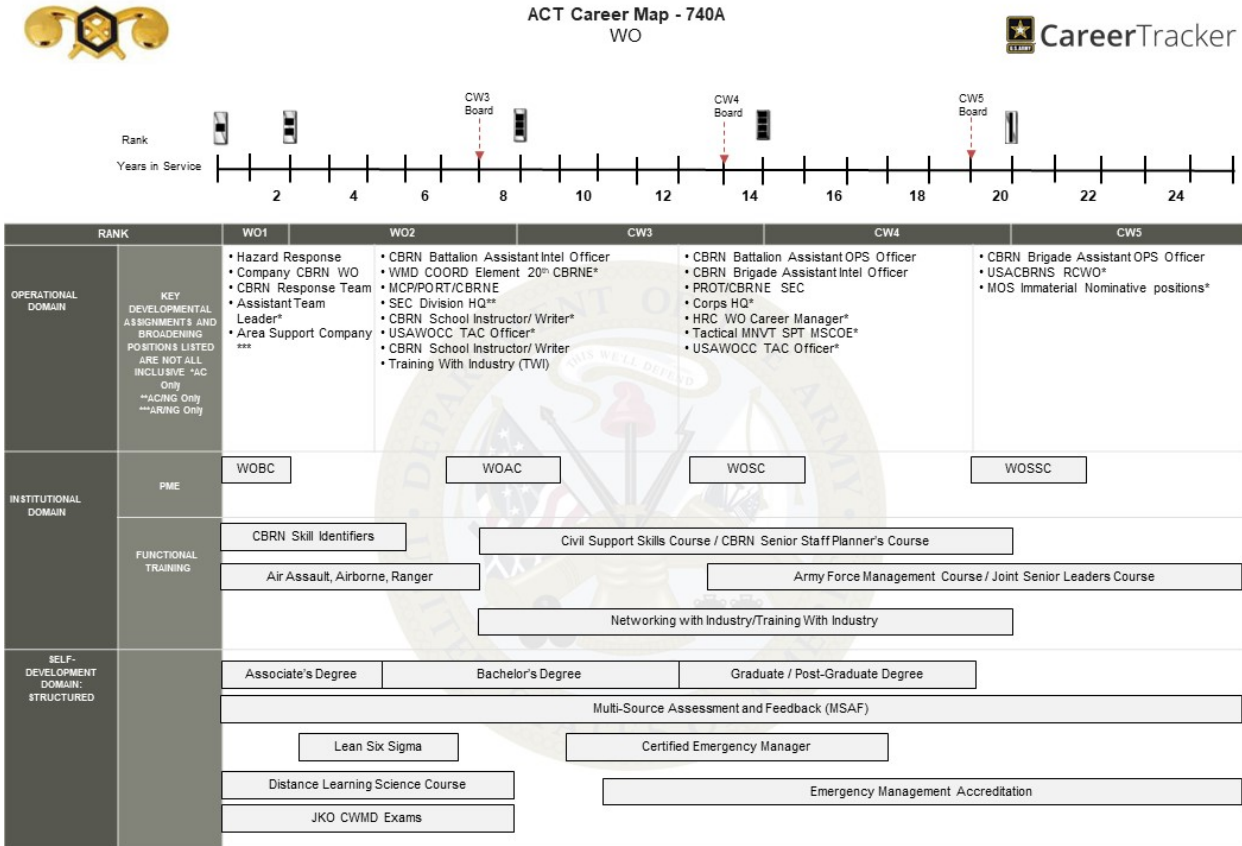
(b) Nominative/Branch Immaterial (011A) assignments:

- (1) Army Staff Senior WO.
- (2) Army G3/5/7 Warrant Officer Leader Development.
- (3) Forces Command, Command Chief Warrant Officer (CWO).
- (4) Training and Doctrine Command CWO.
- (5) Combined Arms Center CWO.
- (6) Center for Army Leadership Warrant Officer Integrator.
- (7) School for Advanced Leadership and Tactics, Warrant Officer Integrator.
- (8) Deputy Commandant, WOCC.
- (9) HHC Company Commander (WOCC).
- (10) 1<sup>st</sup> WO Company Commander (WOCC).
- (11) 1<sup>st</sup> WO Company Senior TAC Officer (WOCC).

(3) Self-development. The CW5s should sharpen their knowledge of personnel force integration functions for doctrine, training, and personnel as pertains to the Chemical Branch. The CW5s should become familiar with the constitutional, statutory, and regulatory basis for the force projection of the Army and the capabilities that must be sustained through management of doctrinal, organizational, and materiel change.

(4) Desired experience. The CW5s at this level should provide leader development, mentorship, advice, and counsel to NCOs, WOs, Officers, and civilians. The CW5s have special mentorship responsibilities for other WOs at all levels and are responsible for providing essential advice to commanders on CBRN technical and WO issues. The CW5s must become familiar with Army organizational roles, functions, and missions, especially at the Army command and Army staff-level and with the force management processes from the determination of force requirements through the resourcing of requirements and the assessment of their utilization in order to accomplish Army functions and missions in a joint or combined environment.

**Figure 2. RA Chemical warrant officer development**



**10. Chemical Reserve Component officers**

*a. General career development.* RC CBRN officer development objectives essentially parallel those planned for their RA counterparts. Company grade officers must develop a strong foundation through assignments in their branch before broadening begins. The U.S. Army RC CBRN officer plays a vital role in the CM Corps mission. The RC comprises the majority of all CBRN units and personnel associated with the CM Corps force structure. Therefore, interaction and interoperability between the components is essential. Reserve officers commissioned into the CM Corps are designated branch code 74 (CM) by the Commander, HRC. See Part One of DA PAM 600-3 for guidance on RC officer development.

*b. Branch developmental opportunities.*

(1) RC CBRN officers should strive for CBRN assignments that yield the same developmental opportunities as their RA counterparts, while understanding that certain assignment opportunities may often be constrained by the geographic dispersion of units and positions. Therefore, planned rotation into progressively challenging CBRN positions by RC commands is essential to producing the best-qualified CBRN officer.

(a) To meet professional development objectives in the USAR, CBRN officers must be willing to serve in the following Army Reserve categories: TPU, the IRR, the IMA, Army Reserve Element, and the AGR programs.

(b) Professional development objectives in the ARNG differ from the USAR in that ARNG officers serve in a variety of assignments within their own states force structure. ARNG officers also have an opportunity to apply for and serve in Military Technician Programs and the Title 32 or Title 10 AGR

Programs.

(c) Transfers between RC categories are necessitated by geographical considerations, and the need to provide as many officers as possible the opportunity to serve with troops in leadership and staff positions. The success of an RC CBRN officer is not measured by length of service in any one category, but the officer's breadth of experience, duty performance, and adherence to branch development goals. Officers may elect to apply for a FA beginning at the rank of captain. AGR officers will be boarded and accessed into a valid assignment by HRC. The Army Reserve AGR program is currently open to CBRN second lieutenant to major applicants. For additional guidance on RC officer development, see Part One of DA PAM 600-3.

(2) CBRN officers in the IRR may find assignments in reinforcement units, IMA positions in RA organizations, installations, or HQDA agencies, as well as tours of active duty for special work, annual training, or temporary tour on active duty. Service members are authorized to complete their PME requirements while serving in the IRR and IMA.

(3) Typical assignments may include the following:

(a) TPU positions in CBRN units, CBRN positions in non-CBRN units, or TPU branch immaterial positions.

(b) IMA positions that provide officers the opportunity to train and serve in 74 or branch immaterial assignments typically in support of RA commands or structure.

(c) Counterpart training program.

(d) Positions in Army Reserve Elements.

(e) AGR tours where AGR officers serve full-time in support of either the ARNG or USAR. Officers receive similar benefits as RA officers, including the opportunity for retirement after 20 years of active Federal service.

*c. Life-cycle development model.* Professional development requirements are normally satisfied by attendance at military schools combined with planned, progressive assignments in CBRN units or positions. The RC life-cycle development model for CBRN officers is shown in figure 3. In order for a CBRN officer to achieve the desired branch experience at each grade, the length of service in a given position is not the focus; the key is assignment diversity and sufficient time served during each assignment to develop branch competence. The following paragraphs describe how company and field grade RC officers may gain and maintain CM branch experience throughout a career. The desired goal for CBRN officer assignments is at least one assignment in a CM branch-coded position for a total of 24 months at the company grade level and at least two assignments in a CM branch-coded position for a total of 48 months at the field grade level. Officers should pursue the following experiences:

*d. Lieutenant.*

(1) Newly commissioned officers branched CM will attend CBRN BOLC at the USACBRNS, Fort Leonard Wood, MO. CBRN BOLC prepares lieutenants to lead platoons and serve as battalion CM officers. During CBRN BOLC, CM lieutenants also undergo instruction with actual toxic CM agents, biological simulants and radioactive sources in the CM Defense Training Facility. USAR lieutenants must complete CBRN BOLC by the end of their 2nd year of commissioned service. ARNG officers must report to CBRN BOLC by the end of 18 months commissioned service or request waiver from NGB.

(2) A baccalaureate degree from an accredited college or university is required for promotion to captain.

(3) Officers should seek assignments as platoon leaders, company XOs, or battalion assistant S3s/CBRN officers. These positions build a strong foundation for subsequent development as a CBRN officer.

(4) Lieutenants should also become proficient in common core tasks.

*e. Captains.*

(1) All officers should complete a CCC, preferably the resident CBRN C3 at Fort Leonard Wood, MO.

(2) Officers who have completed the CBRN BOLC or other branch basic BOLC III and are unable to attend the resident CBRN C3 may receive credit by attending the RC CBRN C3 that consists of a combination of distance learning course work and resident training at the USACBRNS.

(3) Officers should seek assignments or experience equivalent to brigade/group-level CBRN officer or

other brigade-level staff positions. Company command is highly desirable for continued professional development. The survey team leader on a WMD-civil support team is a very desirable developmental assignment in the National Guard.

(4) CBRN captains should continue to become proficient in common core tasks. An officer should also dedicate time to complete the Commandant's Reading Program (CRP) to gain a historical perspective on tactical, technical, strategic, and leadership challenges of interest to CM Corps Soldiers. (see the CRP on the CBRNS Homepage at <https://home.army.mil/wood/index.php/units-tenants/USACBRNS>).

(5) The desired goal for CBRN officer assignments at the company grade level is at least one assignment in a CM branch-coded position for a total of 24 months.

*f. Major.*

(1) The key requirement for development and progression at this grade is enrollment in and completion of ILE Common Core.

(2) Field grade officer development paths reflect a greater variety of assignment possibilities. Developmental positions for majors include maneuver enhancement brigade, sustainment brigade, armored cavalry regiment, or group CBRN officer; battalion XO and S3; and division or other major command level staff positions.

(3) CBRN majors should continue self-development efforts to become experts in all aspects of the CM Corps, joint and multinational operations, as well as in a FA when applicable. Time should be devoted to a professional reading program to broaden the warfighting perspective.

(4) Majors should strive to obtain a master's degree from an accredited college or university, but it is not a requirement for promotion to lieutenant colonel.

(5) RC CBRN officers should apply for and if selected participate in USAR additional professional development opportunities, such as the RC National Security Course.

*g. Lieutenant colonel.*

(1) ILE Common Core is mandatory for promotion to lieutenant colonel.

(2) Developmental positions include lieutenant colonel-level staff positions, CBRN or other battalion-level commands, RSC staff positions, and operational and functional command staff positions. In the National Guard, state joint force headquarters staff positions and division CBRN officer positions are available and desirable. Self-development objectives should continue to build warfighting and technical expertise and support the officer's FA when applicable.

(3) Assumption of CBRN position duties at the lieutenant colonel level with no prior CBRN training or experience is discouraged. Fully successful performance generally requires the skills and instincts developed over time by practice of the CBRN segment of the military art. (Refer to chap 7 for a detailed description of RC career management and development.)

(4) RC officers should compete for selection at resident/nonresident SSC.

*h. Colonel.*

(1) RC lieutenant colonels must complete ILE Common Core and the Advanced Operations Course (AOC) for promotion to colonel. CBRN positions available at this grade include colonel-level commands, Deputy CBRN brigade commander, Deputy Assistant Commandant-USACBRNS, NGB, USARC, DA, and Joint staff.

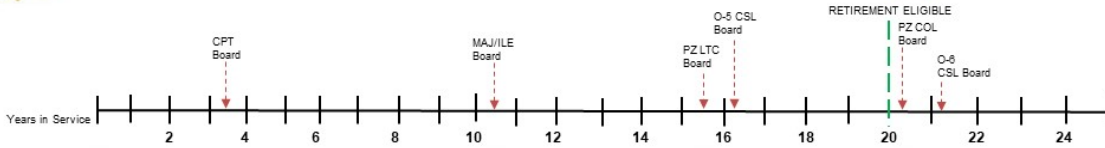
(2) Assumption of CBRN position duties at the colonel level with no prior CBRN training or experience is discouraged. Successful performance generally requires the skills and instincts developed over time by practice of the CBRN segment of the military art. (Refer to chap 7 for a detailed description of RC career management and development.)



Figure 3. RC Chemical officer development



ACT Career Map - 74A  
RC/NG



RANK		LT	CPT	MAJ	LTC	COL
OPERATIONAL DOMAIN	KEY DEVELOPMENTAL ASSIGNMENTS	<ul style="list-style-type: none"> <li>Platoon Leader</li> <li>Battalion CBRN Officer</li> <li>Company XO</li> <li>Battalion Primary Staff</li> <li>OPF Officer</li> <li>DIV (IT)/ DIV (TS)</li> <li>Staff officer/ OC</li> </ul>	<ul style="list-style-type: none"> <li>Company Commander</li> <li>Brigade Level CBRN Officer</li> <li>CST Team Leader (ARNG)</li> <li>Chemical Material Management</li> <li>Battalion-Brigade Staff Officer</li> <li>School Instructor (IMA)</li> <li>DIV (TS) O/C</li> </ul>	<ul style="list-style-type: none"> <li>Battalion/Brigade S3/ XO</li> <li>Brigade and Higher Staff Officer</li> <li>Major Level CBRN Officer</li> <li>ACOM/ ASCC/ DRU/ DA Staff Officer</li> <li>Joint Staff Officer</li> <li>Training Force Integrator – CBT Dev, HLD</li> <li>Training Development/ Evaluation Officer</li> </ul>	<ul style="list-style-type: none"> <li>Battalion Level Command</li> <li>WMD – CST Commander (ARNG)</li> <li>Brigade S3/XO</li> <li>Division CBRN Officer (ARNG)</li> <li>ACOM/ ASCC/ DRU/ DA Staff Officer</li> <li>Joint Staff Officer</li> <li>State Joint Force HA (ARNG)</li> <li>LTC Level CBRN Officer</li> <li>CBRN Plans Officer</li> <li>Training Force Integrator – CBT Dev, HLD</li> </ul>	<ul style="list-style-type: none"> <li>Colonel Level Command</li> <li>Deputy Commander</li> <li>Deputy Assistant Commandant, USACBRNS</li> <li>Colonel Level CBRN Officer</li> <li>NGE, USARC, DA Staff Officer</li> <li>Joint Staff Officer</li> <li>OSD Staff Officer</li> </ul>
	INSTITUTIONAL DOMAIN	PME	BOLC	CCC	ILE	SSC
SELF-DEVELOPMENT DOMAIN: STRUCTURED	FUNCTIONAL TRAINING		<ul style="list-style-type: none"> <li>Technical Escort (ASI L3)</li> <li>Stryker NBCRV Recon System (L8)</li> <li>Army Reconnaissance Course (R7)</li> <li>Air Assault (ZB)</li> <li>Airborne (3F)</li> <li>Ranger (5R, 5S)</li> <li>Biological Integrated Detection System (BIDS) (L4)</li> </ul>		<ul style="list-style-type: none"> <li>SLQC (Branch Transfer)</li> <li>PCC</li> </ul>	
		Baccalaureate Degree	Graduate Degree			