Signal Corps Branch

1. Introduction.

a. Purpose. Branch 25 (Signal Corps) installs, operates, maintains, secures, and defends the Army's portion of the Department of Defense Information Networks (DODIN) and Communication Security (COMSEC), consisting of communications and computer networks, information services, and spectrum management operations (SMO) worldwide in support of the United States and multinational forces at all levels of command. Signal supports multi-domain operations (MDO) by providing unique net-centric capabilities at every level, from sustaining military bases to global strategic communication facilities to forward-deployed fighting forces. In addition, signal delivers seamless, secure, continuous, dynamic communications and information systems networks that enable mission command of Army, joint, and coalition forces in support of Joint All Domain Operations (JADO). Signal also supports defense support of civil authorities (DSCA) during homeland disaster relief and other events.

b. Proponent Information. The Chief of Signal and Commandant, U.S. Army Signal School, Cyber Center of Excellence, Fort Gordon, GA is the proponent for BR 25, including the Information Network Engineering Functional Area (FA) 26. Effective 1 Oct 23 / Fiscal Year 24, the FA26 title will change to Data Network Engineering (FA 26). The Signal Corps is an operational support branch. Further information can be obtained through https://cybercoe.army.mil/SIGNALSCH/OCOS/index.html and by emailing usarmy.gordon.cyber-coe.mbx.sigcoocosod-mailbox@mail.mil. Updates to this chapter of DA PAM 600-3 can be found at https://www.milsuite.mil/book/groups/smartbook-da-pam-600-3.

c. Functions. The functions of the Army Signal Corps incorporate the use of Defense Cyberspace Workforce Framework (DCWF) codes located at https://public.cyber.mil/cw/dcwf/ referenced in DOD Directive 8140.01 to illustrate how the Signal Corps aligns with Department of Defense Information Technology and Cyberspace Operations responsibilities. The DCWF was developed by the National Institute of Standards and Technology (NIST) at (https://www.nist.gov/) and the DOD to establish a common lexicon and model for all cyberspace work roles. The DCWF will universalize training and education between academia, industry, and the military. It will also enable talent management by ensuring the exemplary Soldier, at the right time, for the proper assignment. Signal officers and warrant officers lead, manage and train signal Soldiers and units that plan, integrate, synchronize, coordinate, and direct network operations, information services, and data management, enabling freedom of action and command and control in and through cyberspace. Branch 25 includes one officer area of concentration (AOC), 25A Signal Officer (2LT-COL), and four warrant officer military occupational specialties, 255A Information Systems Technician (WO1-CW4), 255N Network Systems Technician (WO1-CW4), 255S Information Protection Technician (CW1-CW4), and 255Z Senior Signal warrant officer (CW5). Together, signal officers and warrant officers are responsible for installing, operating, maintaining, and securing (IOMS) Department of Defense Information Network – Army (DODIN-A) networks and information systems. They also serve on joint staffs as Joint All Domain Command and Control (JADC2) systems integrators. It is the Signal Corps' responsibility to:

(1) Manage and direct the joint operation of the Department of Defense Information Network (DODIN) serving the DOD and the National Command Authority. At echelon, provide communications, information systems, data management, and networks to support the nation's forces across the entire operational spectrum; implement and enforce national, DOD, and Army security policies and directives. Perform proactive security functions to deter, detect, isolate, contain, and recover from information system and network security intrusions utilizing enterprise patching tools to implement operating system security patches and antivirus software updates. (DCWF Code - 441, 451, 461)

(2) Encompass all aspects of installing, operating, maintaining, securing, and defending the information networks to include communications links, computers, and other components of local and wide area networks, including employment of single and multi-channel satellite (space-based), tropospheric scatter, terrestrial microwave, switching, messaging, video-teleconferencing, visual information, and other related systems. Integrate user and unit-owned and operated systems into the networks. (DCWF Code – 641).

(3) Review and implement Command, Control, Communications, and Computers (C4) systems requirements. Perform local and strategic budget planning for systems hardware and software. Coordinate and implement system service level agreements and memoranda of understanding with user agencies. Perform IT project management duties to include: managing, supervising, performance planning, and implementation activities. Manage implementation and project installation while ensuring architecture, configuration, and integration conformity. Develop, plan, and integrate base communications systems. Perform mission reviews with supported organizations. Control, manage, and monitor project milestones and funding from inception to completion. Determine adequacy and correctness of project packages and amendments. Monitor project status and completion actions. Manage and maintain system installation records and files. (DCWF Code – 802)

(4) Integrate tactical, strategic, sustaining communications, information processing, and management systems into the DODIN along with mission command system integration for Army, joint, and coalition operations. Perform risk management framework security determinations of fixed, deployed, and mobile information systems (IS), and telecommunications resources to monitor, evaluate, and maintain systems, policy, and procedures to protect clients, networks, data/voice systems, and databases from unauthorized activity. (DCWF Code - 461, 722)

(5) Integrate state-of-the-art, real-time voice, and data tactical information systems to provide information services to all elements on the battlefield and reach back to the sustaining military base. Provides networked application resources by installing, operating, maintaining, and securing data services, operating systems, and server applications. Monitor enterprise cybersecurity policy compliance and provide recommendations for effective security controls implementation. Ensure appropriate administrative, physical, and technical safeguards integration into new and existing IT resources and protection from malicious activity. (DCWF Code - 541, 612)

(6) Conduct activities to secure DODIN-A, preserving the ability to utilize friendly cyberspace capabilities, protect data, networks, net-centric capabilities, other designated systems, and passive defense measures intended to maintain and operate the DODIN and other networks such as configuration control, patching, and firewall operations. (DCWF Code – 511, 521, 531, 541)

(7) Perform COMSEC management duties in accordance with national and DOD directives. Maintain accounting for all required physical and electronic cryptographic material. Issue cryptographic material to unit COMSEC Responsible Officers (CRO). Provide guidance and training to appointed primary/alternate CRO. Conduct inspections to ensure COMSEC material is adequately maintained; investigate and report all COMSEC related incidents. (DCWF Code – 723)

2. **Signal Officer Characteristics.**

a. *Characteristics Required of All Officers.* All officers are expected to possess the base characteristics which enable development into agile and adaptive leaders for the 21st century. Leaders must be grounded in the Army Values and the Warrior Ethos, competent in their core competencies, and prepared to operate across the spectrum of conflict. They must operate in JADO environments and leverage capabilities beyond the Army in achieving objectives. Officers must be culturally astute, aware, and knowledgeable to operate innovatively and courageously, exploiting opportunities during the challenges and complexities of the operational environment. ADP 6-22 discusses in detail these characteristics.

b. *The Core Competencies and Essential Capability of The Signal Corps Support to Army and Multi-domain Operations.* The core competencies are—DODIN operations, network transport, information services, data management, and spectrum management operations. Additionally, COMSEC is an essential capability of signal support is not considered a core competency. The core competencies and critical capability facilitate mission command and enable the integration of other warfighting functions. Further explanation of these competencies is referenced in FM 6-02.

c. *Talent Management.* Talent management enhances Army readiness by maximizing the potential of the Army's greatest asset - our people. As we meet the requirements of Army Talent Management, officers will have a greater breadth of experiences and skills required to meet the challenges of the Army's Strategic Roles

to shape, prevent, and consolidate gains in Large Scale Combat Operations (LSCO). Multi-domain operations (MDO) consist of an interrelationship of air, land, maritime, space, and cyberspace. Cyberspace operations are the employment of cyberspace capabilities where the primary purpose is to achieve objectives in or through cyberspace (JP 3-0). Officers should plan, coordinate, and integrate these capabilities in multi-domain operations. Recognizing, fostering, and expanding an officer's unique talents begins at the rank of lieutenant and continues throughout their career. There are several people responsible for talent management. These people include, and are not limited to, the officer's raters, mentors, senior signaleers at the respective installation, our professional military education (PME) educators, Human Resources Command (HRC) managers, and the branch proponent officer. To stay abreast of the latest Army Talent Management Task Force initiatives and opportunities available, both officers and leaders should frequently visit https://talent.army.mil. Officers should also routinely update their Army Interactive Marketplace 2.0 profile at https://aim.hrc.army.mil to best convey current and newly identified talents.

d.   *Unique Knowledge and Skills of a Signal Officer.*

(1) Signal officers lead Soldiers and organizations which provide dynamic communications networks and information systems, enabling command and control from the national command authority to the tactical edge, in support of multi-domain operations. They are leaders, teammates, and communicators. They are mentally tough and possess strong interpersonal skills to develop positive relationships and build effective teams. They are technologically adept problem solvers skilled at leveraging the latest technologies and practices and determining project requirements in a rapidly changing, complex environment. They articulate highly-technical components of the signal community into operational terms, providing the warfighter with a common operating picture. Finally, they are lifelong learners who pursue continuing education in leadership, management, IT, and other domain-specific disciplines. Collectively, these talents make signal officers superb problem-solvers and leaders.

(2) Signal officers orchestrate the functions of warrant officers, enlisted Soldiers, and FA 26 officers to accomplish the core responsibilities of the Signal Regiment. Signal officers must know and understand the DOD Cyberspace Operations construct to include DODIN, Defensive Cyberspace Operations (DCO), Offensive Cyberspace Operations (OCO), and Electronic Warfare (EW). Signal officers must possess expert knowledge of Army, joint, combined, and coalition signal support and coordination principles; experience in tactics, combined arms operations, and employment of direct and indirect fire weapon systems. Signal officers require technical proficiency with branch and mission-unique equipment, tools, and systems. They direct the extension, employment, reconfiguration, adaptation, and creation of cyberspace to ensure mission success in deliberate and crisis action scenarios. They must maintain both technical and tactical proficiency to facilitate effective support to commanders utilizing the military decision-making process, standard operating procedure development, and training. Signal officers are grounded in troop-leading procedures, managerial, and technical skills. Signal officers must aggressively pursue knowledge about existing and future information systems and technology. Signal officers facilitate architectural and technical solutions to operational environments by vetting potential solutions and advising commanders on associated risks and mitigation factors. They advocate for resources when existing resources are insufficient to prosecute assigned missions.

e.   *Special Qualifications.* All signal officers must obtain and maintain a Top-Secret (TS) security clearance with Special Compartmented Information (TS-SCI) access. Officers newly accessed into the Signal Corps should request clearance initiation through their security personnel. U.S. Army Cadet Command, G1 is the proponent responsible for the processing. Officers who are temporarily branch detailed outside of the Signal Corps are still required to obtain a TS-SCI clearance and should begin the investigation process before attending the Signal Captains Career Course.

3.   Signal Branch Officer Development.

a.   *Signal Officer Developmental Model.* The Signal Officer Developmental Model (ODM) focuses on the quality and range of experience rather than specific gates or assignments required to progress. Signal officers must continue to successfully serve in key developmental (KD) assignments at each grade. Assignments are categorized as KD, tactical/multifunctional, functional, institutional, scholastic, joint/multinational, interagency/intergovernmental, and/or cross-component. Officers can use the career path builder and

assignments matrix on the Army Career Tracker at https://actnow.army.mil/ to manage their development plan. *Reference Figure 1 for the Signal ODM.*

b. *Voluntary Transfer Incentive Program (VTIP).* Officers may compete in the VTIP once a first lieutenant promotable or captain. The VTIP allows Active Competitive Category (ACC) officers to transfer to a branch or functional area within the Army's manning requirements. Non-signal officers may apply for transfer to signal through the VTIP as well. The Chief of Signal is the proponent manager for FA 26 (Information Network Engineering). Refer to the FA26 Information Network Engineering DA PAM 600-3 at https://www.milsuite.mil/book/docs/DOC-378905 for more specific information. Send questions about VTIP and eligibility to the OPMD Retention team at mailto:usarmy.knox.hrc.mbx.opmd-retention@mail.mil. For further detail on the VTIP program, go to the following link: https://www.hrc.army.mil/content/Officers%20Voluntary%20Transfer%20Incentive%20Program%20VTIP.

c. *Joint Assignments.* Signal majors through colonels can expect consideration for joint duty assignments worldwide. Additionally, having completed JPME I during CGSC, highly qualified field grade officers may pursue a joint duty assignment (SI 3A), resulting in the designation of Joint Qualified Officer, SI-3L. Joint qualification is essential to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions. Additional information can be found in DODI 1300.19.

d. *Unique Assignments.* Expect assignment to organizations and duties beyond those indicated within this chapter. These assignments may include White House Fellows, duty with the National Security Council, the United Nations, and signal branch representatives at allied service signal schools. The spectrum of possible assignments is extensive, and these assignments require mature, experienced, and skilled officers.

e. *Self-Development.* Lifelong learning, supported by civilian education, provides critical opportunities to develop joint and expeditionary competencies. Expeditionary competencies are those needed by officers in an expeditionary force—regional knowledge, cultural awareness, foreign language, diplomacy, statesmanship, and so forth. Signal officers should continue to refine and build their technical proficiencies with tools/resources such as: graduate-level STEM degrees (e.g. information technology, network engineering, data operations, or cybersecurity to name a few), or commercial certifications such as Lean Six Sigma, Project Management Professional, and Information Technology Infrastructure Library (ITIL). No-cost IT training is available through Army eLearning (Skillport) (https://usarmy.skillport.com), LandWarNet (https://lwn.army.mil), the Federal Virtual Training Environment (https://fedvte.usalearning.gov/), and Army Credentialing Opportunities On-Line (COOL) at https://www.cool.osd.mil/army/index.htm. Additional cost and no-cost civilian IT training and education courses are available via the internet (e.g. Udemy, Coursera, Pluralsight).

f. *Professional Military Education (PME) requirements.* For promotion consideration to a higher rank, officers must complete the required PME at the current rank.

   (1) Lieutenant (O1) - Basic Officer Leaders Course (BOLC)

   (2) Captain (O3) - Captains Career Course (CCC)

   (3) Major (O4) - Intermediate Level Education (ILE) / Command and General Staff College (CGSC) accredited equivalent-level schooling

   (4) Lieutenant Colonel / Colonel (O5/O6) - Senior Service College or accredited equivalent-level schooling

g. *Signal Development Opportunity Program (SDOP).* SDOP is the purposeful expansion of an individual's broadened capabilities and understanding provided through opportunities internal and external to the Army throughout their career providing experiences in different organizational cultures and environments. Broadening results in a leader skilled in signal operations from the tactical through strategic levels in multiple environments. Additional opportunities include Training with Industry (TWI), Advanced Civil Schooling (ACS), and the Signal Corps Fellowship with the Federal Communications Commission (FCC). Signal officers also have developmental opportunities to serve as exchange officers in the Military Personnel Exchange Program (MPEP). Find competitive SDOP academic and scholastic broadening opportunities for all ranks/grades in the annually published Broadening Opportunity Programs Catalog at https://www.hrc.army.mil/content/Broadening%20Opportunity%20Programs%20Building%20a%20cohort%2

h. **Lieutenant Development.**

(1) *Education.* All lieutenants accessed directly into signal must complete the Signal Basic Officer Leader-Branch Course (BOLC), 4-11-C20B (CP). SBOLC is 16 weeks long and provides the initial entry lieutenant leadership skills, tactical training, and technical signal training. Lieutenants assigned as a captain-level Battalion S6 should also attend the S6 Staff Course at Fort Gordon, Georgia, before assuming their position.

(2) *Developmental Assignments.* Assignments for lieutenants are usually at the company level to gain troop-leading experience and enhance technical and tactical competence. Signal Corps lieutenants are fully developed after serving a minimum of 12 months in signal lieutenant authorizations, including but not limited to:

    (a)   The following are developmental assignments for Signal Corps Lieutenants:

        (i)   Battalion (BN) Maintenance Officer (BMO)
        (ii)   BN | BDE | DIV Staff Officer
        (iii)   Executive Officer
        (iv)   Operations Officer
        (v)   Platoon Leader

(3) *Desired Experience.* Before promotion to captain, officers should possess in-depth knowledge of signal operations and the integration of core competencies into MDO. Signal lieutenants should develop unique technical skills required to install, operate, maintain, and secure signal equipment and systems. In addition to branch-unique tasks, signal lieutenants should also become proficient in common core tasks. Lieutenants should strive to acquire, reinforce, and hone troop-leading, tactical, technical, logistics, and administrative skills. Indoctrination of the Army Values and the Warrior Ethos is essential in developing all lieutenants.

(4) *Branch Detail.* The Signal Corps branch detail program is an integral part of the signal officer accession process. This critical program initially assigns newly commissioned signal officers to branches with large lieutenant authorizations. In accordance with AR 614–100, the branch detail period is 36 months, including time spent in initial entry training. Upon return to the Signal Corps, branch detailed officers must attend the Signal Captain Career Course (SCCC) and then develop in the same manner as their non-detailed counterparts.

i. **Captain Development.**

(1) *Education.* Successful completion of the Signal Captains Career Course (SCCC), 4-11-C22 (CP) for COMPO 1, and 4-11-C23 (NS) for COMPO 2 and 3, is required for consideration and promotion to major. The SCCC is a Permanent Change of Station (PCS) course for 20 weeks and is usually attended between the 4th and 7th year of service. Additionally, officers assigned to be a Battalion S6 following SCCC are encouraged to attend the S6 Staff Course en route to the duty assignment.

(2) *Key Developmental Assignments.* Default Time on Station (ToS) should be up to 36 months. Captains must successfully serve at least 18 to 24 months in one or a combination of the following KD assignments:

    (a)   The following are KD assignments for Signal Corps Captains:

        (i)   BN S6
        (ii)   Company/Detachment Commander
        (iii)   Security Force Assistant Battalion (SFAB) Team Signal Advisor

(3) *Desired Experience.* Captains should continue to gain an in-depth understanding of MDO and become proficient in signal operations and common core competencies. These competencies provide the foundation of knowledge required to serve in the branch with tactical and technical proficiency and be a leader of Soldiers.

Additionally, captains gain a working knowledge of command principles, battalion-level staff operations, combined arms operations, and signal operations at the battalion-level and above.

j. **Major Development.**

(1) *Education.* Successful completion of Intermediate Level Education (ILE) / Joint Professional Military Education (JPME) Level 1 producing course in accordance with AR 350–1, is required, to remain competitive for lieutenant colonel. ILE consists of the Common Core and the Advanced Operations Course. Resident CGSOC students are automatically enrolled to earn a Masters of Operational Studies (MOS) unless they formally "opt out" of the MOS program. Majors should obtain a master's degree to remain competitive for promotion. Completing the ILE Common Core and Advanced Operations Course is a prerequisite to applying for the Senior Service College (SSC). Signal majors may request to attend a sister service school for ILE credit. Signal majors may and are encouraged to apply to attend the School of Advanced Military Studies (SAMS). SAMS is encouraged as it prepares officers to plan and conduct future operations across a wide range of military operations. Officers who complete this course gain a Master of Military Arts and Sciences Degree. All SAMS graduates will be required to complete a utilization tour as a division or corps staff officer.

(2) *Key Developmental Assignments.* Officers should strive to complete an aggregate of 24 months in KD assignments before considering more senior majors' assignments. *Signal officers assigned to Brigade S6 positions should attend the S6 Staff Course at Fort Gordon en route to duty assignment.*

(a)   *The following are KD assignments for Signal Corps Majors:*

(i)   Brigade/DIVARTY/Group/MDTF/Regimental   S6
(i)   Battalion/Brigade XO (25A/01A)
(ii)   Battalion/Brigade S3 (25A/01A)
(iii)   O-4 Level Company Command
(iv)   Division Deputy G6 (J6 when division deploys)
(v)   Division/Theater Sustainment Command Network Operations
(vi)   SAMS graduates serve 12 months as a Division Network Operations (NETOPS) Officer or Division Plans Officer
(vii)   Security Force Assistance Battalion (SFAB) / Security Force Assistance Team (SFAT) Signal mentor/advisor (25A/01A)

(3) *Desired Experience.* Signal majors should seek jobs, experiences, and educational opportunities that will help them become multi-skilled, agile, and adaptive leaders. Broadening assignments fulfilled before KD assignments are not discouraged but should be planned in consideration of obtaining and completing KD assignments. Joint qualification is essential to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions (refer to the guidance on joint officer professional development in DA PAM 600-3). Preferably, a signal major should strive to serve in joint assignments such as the joint staff, unified command staff, Defense Information Systems Agency (DISA), and Defense Intelligence Agency (DIA). Additionally, majors may broaden in O1A immaterial assignments.

k. **Lieutenant Colonel Development.**

(1) *Education.* Key LTC education consists of the pre-command course (PCC) attendance, for CSL lieutenant colonels, and potential attendance at the Senior Service College.

(2) *Key Developmental Assignments.* The only key developmental positions for LTC are through the Centralized Selection List (CSL)

(a)   The following assignments are CSL assignments for Signal Corps lieutenant colonel:

(i)   HHBN/Recruiting Battalion/Soldier Recovery Unit (SRU)
(ii)   Division/Theater Fires Command/Theater Sustainment Command
(iii)   Garrison Commander
(iv)   Signal Battalion Commander

(3) *Desired Experience.* Lieutenant colonels should continue to broaden their experiences and seek assignments that provide growth opportunities. The objective is to allow officers to contribute throughout the Army and joint organizations. Joint qualification is essential to the Army and is highly desirable for individual officers to compete for advancement into senior leadership positions. Lieutenant Colonels should expect to alternate between command and ACOM/ASCC/DRU/joint/DOD/multinational staff assignments.

l. **Colonel Development***.*

(1) *Education.* Signal officers selected for colonel should complete Military Education Level (MEL) 1 (SSC equivalent). As senior practitioners in their field, they will primarily serve as BR 25 officers on ACOM/ASCC/DRU or HQDA staff or be assigned to branch/FA generalist positions.

(2) *Centralized Selection List (CSL) Assignments.* Colonels contribute to the branch by serving in critical assignments in the following:

      (a)   The following assignments are CSL assignments for Signal Corps Colonel:

            (i)   Army Capabilities Managers
            (ii)   Corps G6
            (iii)   DISA Commander
            (iv)   Garrison Commander
            (v)   Operational Fires Command G6
            (vi)   Signal Brigade commander
            (vii) Training Brigade Commander
            (viii) White House Communications Agency

(3) *Desired Experience.* Colonels should continue to broaden their experiences in a JADO environment, along with strategic broadening initiatives such as: Seminar XXI and post MEL 1 fellowships.

Figure 1. AC/RC Branch 25 Signal Officer Developmental Model

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

4. **Signal Warrant Officer Development.**

a. *Signal Warrant Officer Developmental Model*. The signal warrant officer developmental model focuses on the quality and range of experience rather than specific gates or assignments required to progress. However, established gateways are necessary to ensure warrant officers progress from entry-level positions to subject matter experts at the strategic level. Signal warrant officers must continue to successfully serve in developmental assignments at each grade. Flexible timelines enable warrant officers to serve longer in developmental assignments, ensuring they have adequate time to gain and utilize their skills and experience to support unit cohesion and readiness. Warrant officers must maintain technical and tactical competency, through developmental assignments, to build and maintain expertise in their functional skills. Leader development is a deliberate, continuous, progressive process grounded in the Army Values, building competent, committed, and professional leaders. Warrant officer leader development is achieved through career-long synthesis of training, education, and experiences acquired within institutional, operational, and self-development domains, supported by peer and developmental relationships.

b. *Unique Knowledge and Skills of a Signal Warrant Officer.* Signal Corps warrant officers are adaptive technical experts, leaders, trainers, and advisors who design, build, configure, operate, maintain, sustain, and defend voice and data tactical information systems. These skills enable secure information services to all echelons in support of Army, joint, combined, and coalition operations. Signal Corps warrant officers are

integrators of emerging technologies, dynamic teachers, warfighters, and leaders of specialized teams of Soldiers. Through progressive developmental assignments, education, and self-development, Signal Corps warrant officers to evolve into operational, tactical, and strategic experts within their specialties. Signal warrant officers' technical specialties are comprised of four unique MOSs, which include:

(1) ***255A, Information Systems Technician****. (Effective 1 Oct 23 (FY24), the title will change to Data Operations Warrant Officer).* Information Systems Technicians are subject matter experts responsible for designing, building, configuring, operating, maintaining, and sustaining data and services in the Army's portion of the Department of Defense Information Network within the cyberspace domain. (DCWF Code - 451). Information Systems Technicians:

(a) Serve as the technical leader for integrity and compliance of data, data operations, services, and applications within the cloud, virtual, logical, or physical domains. (DCWF Code 511)

(b) Support data operations by ensuring data are visible, accessible, understandable, linked, trustworthy, interoperable, and secure (VAULTIS) by implementing the Common Operating Environment across the warfighting functions and Army operations. (DCWF Code – 651)

(c) Enable access to the data fabric at tactical and enterprise echelons to support the holistic data ecosystem. These Officers posture the Army's data to enable Development Security Operations (DevSecOps), Artificial Intelligence / Machine Learning, and Software Development. (DCWF Code – 461)

(d) Use knowledge of software development operations to integrate new capabilities into the enterprise and warfighting platforms rapidly. (DCWF Code – 711)

(e) Train and supervise cyberspace information technology personnel on the operation, maintenance, and sustainment of information systems and services, enabling combat power projection for mission command. (DCWF Code – 711)

(f) Develop policy recommendations and provide technical guidance and advice to commanders and staff on managing and operating Army, joint, intergovernmental, interagency, and multinational data, information systems, and services. (DCWF Code – 752)

Figure 2. 255A (AC) Warrant Officer Professional Development Model

255A Warrant Officer Professional Development Model (AC)

WO YRS SVC	0		2	4	6	7	9	11	12	16	17
Promotion Boards	WO1		CW2		CW3 BOARD	CW3		CW4 BOARD	CW4	CW5 BOARD	
	COMPANY GRADE WARRANT OFFICER					FIELD GRADE WARRANT OFFICER					

Institutional

Professional Military Education

WOBC		WOAC		WOILE + SWOILE		WOSSE

Functional Training

• Airborne | Air Assault | Ranger • Knowledge MGT Qualification (KMQC)	• Airborne | Air Assault | Ranger • Cyber 200 | 300 Course	• Army Cyber Operation Planner's Course (ACOPC) • Joint C4 Planners Course • Mission CMD Digital Master Gunner • School of Advance Military Studies	• Army Force Management Orientation Course • How the Army Runs • Joint C4 Planners Course

Operational

Developmental Assignments

• Brigade (ADA, BCT, CAB, FA, MED, MI, MP, SIG, SUST) • Division (AIR, AR, CAV, IN, MTN) • Expeditionary Signal Battalion • SASMO • Security Force Assistant Brigade	• Brigade (ADA, BCT, CAB, FA, MED, MI, MP, SIG, SUST) • Division (AIR, AR, CAV, IN, MTN) • Expeditionary Signal Battalion • SASMO • Security Force Assistant Brigade	• Army Futures CMD • Brigade (AR, CAV, CY, IN, SIG) • Cyber Warfare Support Battalion • Division (AIR, AR, CAV, IN, MTN) • OCO Signal BN	• Brigade (CY, SIG) • Corps | ASCC | COCOM • CECOM | CLSA • Cyber Readiness Inspection Team • Regional Cyber Center (RCC) • Theater SIG CMD

Broadening Assignments

• Ranger Regiment • Special Forces Group	• Executive Communications Chief • Ranger Regiment • Special Forces Group • TAC Officer, WOCC • Training with Industry (TWI)	• Advanced Civilian Schooling (ACS) • DISA | WHCA • Doctrine Writer, CCOE • Fellowships • Instructor (Signal) • Jr SC WO Career Manager • O|C, CTC • TAC Officer, WOCC • Training with Industry (TWI)	• Advanced Civilian Schooling (ACS) • Capabilities Developer, CCOE • CDR, WOCC • DISA | WHCA • Fellowships • HQDA • Instructor (CAC, Signal, WOCC) • Sr. SC WO Career Manager • Training with Industry (TWI)

Self-Development

Academic — (Army IgnitED \| Army COOL \| Army eLearning (Skillport) \| FedVTE \| LWN eU \| WOPD \| Civilian IT Conferences \| Webinars \| TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CCNA • ITIL • Lean/Six (L6) Sigma White Belt	• Amazon Certifications • CCNA • L6 Sigma Yellow Belt • Microsoft Certifications	• CISM • L6 Sigma Green Belt • SANS • VCP	• CISSP • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

(2) ***255N, Network Systems Technician.*** *(Effective 1 Oct 23 (FY24), the title will change to Network Operations Warrant Officer).* Network Systems Technicians are subject matter experts responsible for designing, building, configuring, operating, maintaining, and sustaining data networks comprising the Army's portion of the Department of Defense Information Networks (DODIN) within the cyberspace domain. (DCWF Code – 441). Network Systems Technicians also:

(a) Design, configure, operate, maintain, and sustain networks to include sensors, network perimeter (including Zero trust environments), network operations, and boundary defensive tools. (DCWF Code – 521)

(b) Maintain cybersecurity compliance of all network and system components of the DODIN-A. (DCWF Code – 801 and 802)

(c) Enable secure reliability of Army networks and information to enable mission command and enterprise operations. (DCWF Code – 441)

(d) Train and supervise cyberspace information technology personnel in designing, building, configuring, operating, maintaining, securing, and sustaining networks and equipment. (DCWF Code – 732)

(e) Lead frequency management to support the engineering of communications networks free of congestion or interference. Develop policy recommendations and provide technical guidance and advice to commanders and staff for operation on Army, joint, intergovernmental, interagency, and multinational communication networks and transport systems. (DCWF Code – 752)

Figure 3. 255N (AC) Warrant Officer Developmental Model

255N Warrant Officer Professional Development Model (AC)					
WO YRS SVC	0 2 4 6	7 9 11	12 16 17		
Promotion Boards	WO1 CW2 CW3 BOARD	CW3 CW4 BOARD	CW4 CW5 BOARD		
	COMPANY GRADE WARRANT OFFICER	FIELD GRADE WARRANT OFFICER			

Institutional

Professional Military Education

WOBC	WOAC	WOILE + SWOILE	WOSSE

Functional Training

• Airborne | Air Assault | Ranger	• Airborne | Air Assault | Ranger • Cyber 200 | 300 Course • SATCOM Planners Course	• Joint C4 Planners Course • Mission CMD Digital Master Gunner • School of Advance Military Studies	• Army Force Management Orientation Course • How the Army Runs • Joint C4 Planners Course

Operational

Developmental Assignments

• Brigade (ADA, BCT, CAB, CY, FA, SIG, SUST) • Cyber Protection Team • Expeditionary Signal Battalion • Multi-Domain Task Force • Security Force Assistance Brigade	• Brigade (ADA, BCT, CAB, CY, FA, SIG, SUST) • Cyber Protection Team • Expeditionary Signal Battalion • Multi-Domain Task Force • Security Force Assistance Brigade	• Army COIC • Brigade (AV, CY, SIG) • Corps | ASCC | COCOM • Cyber Warfare Support Battalion • Division (AIR, AR, CAV, IN, MTN) • Regional Hub Node (RHN) • Regional Cyber Center (RCC)	• Army Futures CMD • Brigade (MI, SIG) • CECOM | CLSA • Corps | ASCC | COCOM • NETCOM • SPACE CMD

Broadening Assignments

• Ranger Regiment • Special Forces Group	• Executive Communications Chief • Ranger Regiment • Special Forces Group • TAC Officer, WOCC	• Advanced Civilian Schooling (ACS) • DISA | WHCA • Doctrine Writer, CCO • Fellowships • Instructor (Signal) • Jr SC WO Career Manager • O|C, CTC • Special Forces Group • TAC Officer, WOCC • Training with Industry (TWI)	• Advanced Civilian Schooling (ACS) • Capabilities Developer, CCOE • CDR, WOCC • DISA | WHCA • Fellowships • HQDA • Instructor (Signal, WOCC) • Sr. SC WO Career Manager • Training with Industry (TWI)

Self-Development

Academic   (Army IgnitED \| Army COOL \| Army eLearning (Skillport) \| FedVTE \| LWN eU \| WOPD \| Civilian IT Conferences I Webinars \| TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CASP • CCNA • ITIL • Lean/Six (L6) Sigma White Belt	• CCNP (Enterprise) • L6 Sigma Yellow Belt	• CCNP (SDWAN) • CISM • L6 Sigma Green Belt • VCP	• CCIE • CISSP • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

(3) **255S, Information Protection Technician.** *(Effective 1 Oct 24 (FY24), the title will change to Cyberspace Defense Warrant Officer).* Information Protection Technicians are subject matter experts on integrated cyberspace defensive operations activities and capabilities within the Army's portion of the cyberspace domain within the DODIN (DCWF Code – 722). Information Protection Technicians also:

(a) Respond to unauthorized activity, security alerts, attempted exploitation, data exfiltration, escalation, and any additional threats to Army operations and mission command. (DCWF Code – 531)

(b) Oversee the implementation of cybersecurity and cyberspace defense policies at all echelons, direct internal defensive measures across the integrated enterprise and tactical network, assist in cryptographic network planning, and support cyber electromagnetic spectrum operations (CEMA) to reduce detection by electronic signature. (DCWF Code – 732)

(c) Train and supervise cybersecurity and cyberspace defense personnel in the building, configuring, operating, securing, defending, protecting, and sustaining cybersecurity systems and software. (DCWF Code – 711)

(d) Provide technical guidance and advise commanders and staff on managing and operating Army, joint, intergovernmental, interagency, and multinational cyberspace defense efforts, including identification of key terrain, mission-critical networks, nodes, applications, and systems. (DCWF Code – 901)
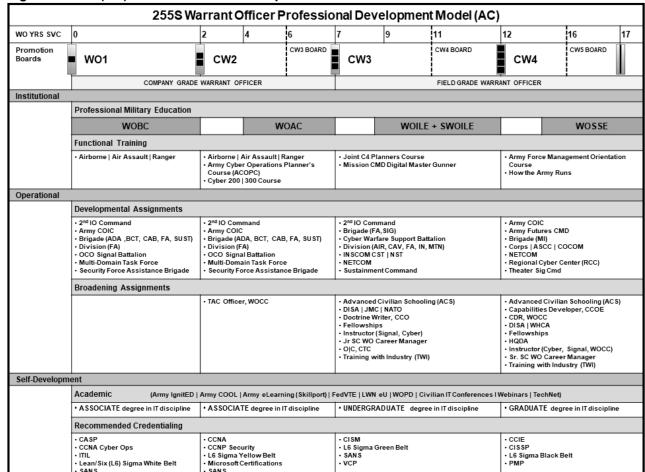
Figure 4. 255S (AC) Warrant Officer Developmental Model

255S Warrant Officer Professional Development Model (AC)

WO YRS SVC	0	2	4	6	7	9	11	12	16	17
Promotion Boards	WO1	CW2		CW3 BOARD	CW3		CW4 BOARD	CW4	CW5 BOARD	

COMPANY GRADE WARRANT OFFICER	FIELD GRADE WARRANT OFFICER

Institutional

Professional Military Education

WOBC	WOAC	WOILE + SWOILE	WOSSE

Functional Training

• Airborne	Air Assault	Ranger	• Airborne	Air Assault	Ranger • Army Cyber Operations Planner's Course (ACOPC) • Cyber 200	300 Course	• Joint C4 Planners Course • Mission CMD Digital Master Gunner	• Army Force Management Orientation Course • How the Army Runs

Operational

Developmental Assignments

• 2nd IO Command • Army COIC • Brigade (ADA ,BCT, CAB, FA, SUST) • Division (FA) • OCO Signal Battalion • Multi-Domain Task Force • Security Force Assistance Brigade	• 2nd IO Command • Army COIC • Brigade (ADA, BCT, CAB, FA, SUST) • Division (FA) • OCO Signal Battalion • Multi-Domain Task Force • Security Force Assistance Brigade	• 2nd IO Command • Brigade (FA, SIG) • Cyber Warfare Support Battalion • Division (AIR, CAV, FA, IN, MTN) • INSCOM CST	NST • NETCOM • Sustainment Command	• Army COIC • Army Futures CMD • Brigade (MI) • Corps	ASCC	COCOM • NETCOM • Regional Cyber Center (RCC) • Theater Sig Cmd

Broadening Assignments

	• TAC Officer, WOCC	• Advanced Civilian Schooling (ACS) • DISA	JMC	NATO • Doctrine Writer, CCO • Fellowships • Instructor (Signal, Cyber) • Jr SC WO Career Manager • O|C, CTC • Training with Industry (TWI)	• Advanced Civilian Schooling (ACS) • Capabilities Developer, CCOE • CDR, WOCC • DISA	WHCA • Fellowships • HQDA • Instructor (Cyber, Signal, WOCC) • Sr. SC WO Career Manager • Training with Industry (TWI)

Self-Development

Academic   (Army IgnitED | Army COOL | Army eLearning (Skillport) | FedVTE | LWN eU | WOPD | Civilian IT Conferences | Webinars | TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CASP • CCNA Cyber Ops • ITIL • Lean/Six (L6) Sigma White Belt • SANS	• CCNA • CCNP Security • L6 Sigma Yellow Belt • Microsoft Certifications • SANS	• CISM • L6 Sigma Green Belt • SANS • VCP	• CCIE • CISSP • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

(4) *255Z, Senior Signal Warrant Officer.* Senior signal warrant officers are the capstone MOS for 255A, 255N, and 255S at the executive level (CW5) for cyberspace information technology and cyber security activities. They serve as senior technical and tactical advisors for Department of Defense Information Networks (DODIN) operations at any echelon of command. Senior signal warrant officers also:

(a) Provide technical guidance, expertise, and leadership regarding operations and policies for data systems, cyber security operations, network administration, and signal maintenance to support and enable mission command at an engineering and philosophical level

(b) Oversee personnel management matters pertaining to signal branch. In addition, they contribute to the MOS life cycle management for all personnel proponent functions, including the assignment process.

(c) Coordinate and provide oversight for information technology contracting, procurement, and materiel acquisition programs.

(d) Develop policy recommendations and provide technical guidance and advice to commanders and staff on managing and operating cyberspace information technology data, networks, systems, services, and cybersecurity activities of Army, joint, intergovernmental, interagency, and multinational organizations.

Figure 5. 255Z (AC) Warrant Officer Developmental Model

255Z Warrant Officer Professional Development Model (AC)				
WO YRS SVC	18	20	24	30
	CW5			
	SENIOR FIELD GRADE WARRANT OFFICER			
Institutional				
	Professional Military Education			
	WOSSE			
	Functional Training			
	• How the Army Runs (HTAR) • Senior Leader Seminar – CW5 Executive Level Course • Continuing Education for Senior Leaders (CESL)			
Operational				
	Developmental Assignments			
	• STA, CORPS G6 • CCWO, JCSE • STA, WHCA	• STA, Theater Signal Command • STA, ASCC G6 • STA | CTO, COCOM J6 • STA, FORSCOM G6	• CCWO, NETCOM • STA, CECOM • STA, Futures Command • STA, DISA • STA, Joint J6 • CTO, HQDA G6	
	Broadening Assignments			
	• Career Program Manager, Signal School • Technical Director, Signal School • Fellowships	• STA, CDID, CCOE • Deputy CMDT, WOCC	• RCWO, Signal School • CCWO, TRADOC CCOE • CCOW, TRADOC CAC • SWOA to CSA	
Self-Development				
	Academic	(Army IgnitED | Army COOL | Army eLearning (Skillport) | FedVTE | LWN eU | WOPD | Civilian IT Conferences I Webinars | TechNet)		
	• GRADUATE degree in IT discipline	• POST GRADUATE degree in IT discipline		
	Recommended Credentialing			
	• CISSP • Lean/Six (L6) Sigma Master Black Belt • PMP			

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

c. *Signal Warrant Officer Development*.

   (1) Warrant Officer One (WO1) Development.

   (a) *Education.* Upon graduation from Warrant Officer Candidate School (WOCS) and appointment to WO1, signal warrant officers attend their MOS Warrant Officer Basic Course (WOBC). WO1 assignments are contingent upon successful graduation from WOBC.

   (b) *Developmental Assignments.* Initial entry signal warrant officers (WO1/CW2) gain leadership skills, branch technical and tactical skills, and gain necessary leadership experience in company grade assignments. Successful completion of each duty assignment is vital and helps determine promotion potential. The focus during this phase is on acquiring and refining technical, administrative, and the MOS-unique technical skills necessary to design, build, configure, operate, maintain, sustain, and defend data, voice, and network systems. Warrant officers are also responsible for providing supervision and training of associated personnel at the brigade-level. Typical developmental assignments for WO1 include:

   (c) *255A (Information Systems Technician) developmental assignments.*

      (i)   Brigade (ADA, BCT, CAB, FA, MED, MI, MP, SIG, SUST)
      (ii)   Division
      (iii) Expeditionary Signal Battalion (ESB)
      (iv)   Ranger Regiment

     (v)   Security Force Assistance Brigade (SFAB)
     (vi)   Sustainment Automation Support Management Office (SASMO)

(d)   ***255N (Network Systems Technician) developmental assignments.***

     (i)   Brigade (ADA, BCT, CAB, CY, FA, SIG, SUST)
     (ii)   Cyber Protection Team
     (iii)   Expeditionary Signal Battalion
     (iv)   Multi-Domain Task Force
     (v)   Ranger Regiment
     (vi)   Security Force Assistance Brigade (SFAB)
     (vii)   Special Forces Group

(e)   ***255S (Information Protection Technician) developmental assignments.***

     (i)   Brigade (ADA, BCT, CAB, FA, SUST)
     (ii)   Information Operations (IO) Command
     (iii)   Offensive Cyber Operations (OCO) Signal Battalion
     (iv)   Multi-Domain Task Force
     (v)   Security Force Assistance Brigade (SFAB)

(f)   *Self-development.* Warrant officers should continue self-development with training, professional reading, and pursuit of civilian education goals. Warrant officers should complete a minimum of 80 hours of MOS-related continuing education credits each year. Continuing education credit is equal to one contact hour of training.

(g)   *Desired Experience.* Initial entry warrant officers should acquire and refine technical and administrative skills, and necessary MOS-unique technical skills to design, build, configure, operate, maintain, sustain, and defend data, voice, and network systems at the battalion and brigade-levels.

(2)   *Chief Warrant Officer Two (CW2) Development.*

(a)   *Education.* CW2s will attend their MOS Warrant Officer Advance Course (WOAC). Warrant officers should attend their MOS WOAC no later than one year after promotion to CW3 and must complete WOAC before to promotion to CW4. CW2s assigned to CW3 positions will attend their MOS WOAC before assignment. CW2s with at least two years' time-in-grade through CW4 (CW2-CW4) may be selected for fully funded Advanced Civil Schooling (ACS) or Training with Industry (TWI) in the MOS-related discipline.

(b)   *Developmental Assignments.* Initial entry signal warrant officers (WO1/CW2) gain leadership skills, branch technical and tactical skills to develop a Warrior Ethos, and gain necessary leadership experience in company grade assignments. Successful completion of each duty assignment is vital and helps determine promotion potential. The focus during this phase is on acquiring and refining technical, administrative, and the MOS-unique technical skills necessary to design, build, configure, operate, maintain, sustain, and defend data, voice, and network systems. Warrant officers are also responsible for providing supervision and training of associated personnel at the brigade-level.

(c)   ***255A (Information Systems Technician) developmental assignments.***

     (i)   Brigade (ADA, BCT, CAB, FA, MED, MI, MP, SIG, SUST)
     (ii)   Division
     (iii)   Expeditionary Signal Battalion (ESB)
     (iv)   Ranger Regiment
     (v)   Security Force Assistance Brigade (SFAB)
     (vi)   Sustainment Automation Support Management Office (SASMO)

(d)   ***255N (Network Systems Technician) developmental assignments.***

     (i)   Brigade (ADA, BCT, CAB, CY, FA, SIG, SUST)
     (ii)   Cyber Protection Team
     (iii)   Expeditionary Signal Battalion

（iv)   Executive Communications Chief
(v)   Multi-Domain Task Force
(vi)   Ranger Regiment
(vii)   Security Force Assistance Brigade (SFAB)
(viii)   Special Forces Group
(ix)   TAC Officer, Warrant Officer Career College (WOCC)

(e)   **255S (Information Protection Technician) developmental assignments.**

(i)   Brigade (ADA, BCT, CAB, FA, SUST)
(ii)   Information Operations (IO) Command
(iii)   Offensive Cyber Operations (OCO) Signal Battalion
(iv)   Multi-Domain Task Force
(v)   Security Force Assistance Brigade (SFAB)
(vi)   TAC Officer, Warrant Officer Career College (WOCC)

(f)   *Broadening Assignments.* CW2s with 2 years' time in grade and WOAC completion may have opportunities for broadening experience through operational and institutional assignments. They should also expect a CW3 assignment upon completion of broadening experience.

(g)   *Self-development.* Complete an associate's degree in a MOS-related degree program or a MOS-related certification program to be competitive for promotion to CW3.

(h)   *Desired Experience.* CW2s should be proficient in MOS-unique and common core tasks and skilled in providing supervision, mentorship, and training of associated personnel at the brigade-level.

(3)   **Chief Warrant Officer Three (CW3) Development.**

(a)   *Education.* CW3s will attend Warrant Officer Intermediate-Level Education (WOILE) and Signal WOILE (SWOILE) courses. Warrant officers should attend WOILE and SWOILE courses not later than one year after promotion to CW4. Additionally, warrant officers must complete WOILE and SWOILE courses prior to promotion to CW5. CW3s assigned to CW4 positions will attend their WOILE and SWOILE courses prior to assignment.

(b)   *Developmental Assignments*. CW3s are advanced-level, tactical, and technical experts who usually serve in a functional brigade and division-level positions. At this point in a warrant officer's career, the model highlights the need for a broader understanding of the tactical and operational levels. Additionally, the increase in responsibility at these ranks requires warrant officers to have the ability to operate and integrate staff functions and demonstrate exceptional leadership skills. CW3s focus on providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, branch officers, and advising commanders on signal and warrant officer issues during this phase. Additionally, CW3s should continue to acquire and refine advanced technical, administrative, and MOS-unique technical skills required to design, build, configure, operate, maintain, sustain, and defend data, voice, and network systems. Typical development assignments for CW3s include:

(c)   **255A (Senior Information Systems Technician) developmental assignments.**

(i)   Army Futures Command
(ii)   Brigade (AR, CAV, CY, IN, SIG)
(iii)   Career Manager (Junior Assignments)
(iv)   Cyber Warfare Support Battalion
(v)   Defense Information Systems Agency (DISA)
(vi)   Division
(vii)   Executive Communications Chief
(viii)   Instructor, US Army Signal School
(ix)   North Atlantic Treaty Organization (NATO)
(x)   Observer | Controller, Training Center
(xi)   Offensive Cyber Operations (OCO) Signal Battalion
(xii)   Security Force Assistance Command (SFAC) staff

<table>
<tr><td>(xiii)</td><td>Special Forces Group</td></tr>
<tr><td>(xiv)</td><td>TAC Officer, Warrant Officer Career College (WOCC)</td></tr>
<tr><td>(xv)</td><td>White House Communications Agency (WHCA)</td></tr>
</table>

(d) *255N (Senior Network Systems Technician) developmental assignments.*

(i)   Army Service Component Command (ASCC)
(ii)   Brigade (AV, CY, SIG)
(iii)   Career Manager (Junior Assignments)
(iv)   Combatant Command (COCOM)
(v)   Corps
(vi)   Defense Information Systems Agency (DISA)
(vii) Doctrine Writer, Cyber Center of Excellence (CCOE)
(viii) Instructor
(ix)   North Atlantic Treaty Organization (NATO)
(x)   Observer | Controller, Training Center
(xi)   Regional Hub Node (RHN)
(xii) TAC Officer, Warrant Officer Career College (WOCC)
(xiii) White House Communications Agency (WHCA)

(e) *255S (Senior Information Protection Technician) developmental assignments.*

(i)   Army Network Enterprise Command (NETCOM)
(ii)   Brigade (FA, SIG)
(iii)   Career Manager (Junior Assignments)
(iv)   Corps
(v)   Cyber Warfare Support Battalion
(vi)   Defense Information Systems Agency (DISA)
(vii) Division
(viii) Information Operations (IO) Command
(ix)   Instructor, US Army Signal School
(x)   Regional Hub Node (RHN)
(xi)   Regional Cyber Center (RCC)
(xii) White House Communications Agency (WHCA)

(f) *Self-development.* Complete a baccalaureate degree in a MOS-related degree program or an advanced certification program to be competitive for promotion to CW4. Additionally, CW3s must continue their professional growth with assignments in the operational and generating forces; these include broadening assignments such as Advanced Civil Schooling, Fellowship, or Training with Industry opportunities.

(g) *Desired Experience.* CW3s should be proficient in common core tasks and familiar with general Army organizational roles, functions, and missions. Additionally, CW3s should be skilled in providing supervision, mentorship, and training of associated personnel at the division-level.

(4) *Chief Warrant Officer Four (CW4) Development.*

(a) *Education.* CW4s will attend WOSSE. Warrant officers should attend WOSSE course no later than one (1) year after promotion to CW5.

(b) *Developmental Assignments.* CW4s are senior-level, tactical, and technical experts who usually serve in corps/echelons above corps-level positions. At this level, the warrant officers should develop further by means of broadening assignments, self-development, and additional functional and professional training. Embracing this concept will provide the Signal Corps with warrant officers who are self-aware, critical thinkers, adaptive integrators, and technically skilled managers in deployment and distribution. The focus during this phase is providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, and branch officers. CW4s have special mentorship responsibilities for other warrant officers and provide essential guidance to commanders on signal and warrant officer issues. CW4s should continue to acquire and refine advanced technical, administrative, and the MOS-unique technical skills required to design, build,

configure, operate, maintain, sustain, and defend data, voice, and network systems. CW4s supervise and train associated personnel at the corps, echelons above corps, and joint levels. CW4s should also become familiar with Army organizational roles, functions, and missions at the ACOM staff levels, including force management processes. Typical developmental assignments for CW4 include:

    (c)   ***255A (Senior Information Systems Technician) developmental assignments.***

        (i)   Army Communications-Electronics Command (CECOM)
        (ii)   Army Service Component Command (ASCC)
        (iii)   Brigade (CY, SIG)
        (iv)   Career Manager (Senior Assignments)
        (v)   Capabilities Developer
        (vi)   Combatant Command (COCOM)
        (vii)   Corps
        (viii)   Cyber Readiness Inspection Activity (CRIA)
        (ix)   Defense Information Systems Agency (DISA)
        (x)   Regional Cyber Center (RCC)
        (xi)   Senior Assignment Manager
        (xii)   Theater Signal Command
        (xiii)   White House Communications Agency (WHCA)

    (d)   ***255N (Senior Network Systems Technician) developmental assignments.***

        (i)   Army Communications-Electronics Command (CECOM)
        (ii)   Army Futures Command
        (iii)   Army Network Enterprise Command (NETCOM)
        (iv)   Army Service Component Command (ASCC)
        (v)   Brigade (MI, SIG)
        (vi)   Career Manager (Senior Assignments)
        (vii)   Combatant Command (COCOM)
        (viii)   Corps
        (ix)   Defense Information Systems Agency (DISA)
        (x)   Instructor
        (xi)   Headquarters, Department of the Army (HQDA)
        (xii)   White House Communications Agency (WHCA)

    (e)   ***255S (Senior Information Protection Technician) developmental assignments.***

        (i)   Army Network Enterprise Command (NETCOM)
        (ii)   Army Futures Command
        (iii)   Army Service Component Command (ASCC)
        (iv)   Brigade (MI)
        (v)   Career Manager (Senior Assignments)
        (vi)   Capabilities Developer, Cyber Center of Excellence (CCOE)
        (vii)   Combatant Command (COCOM)
        (viii)   Corps
        (ix)   Defense Information Systems Agency (DISA)
        (x)   White House Communications Agency (WHCA)

    (f)   *Self-development.* Complete a graduate degree in a MOS-related degree program or a second advanced certification program to be competitive for promotion to CW5.

    (g)   *Desired Experience.* CW4s are senior-level tactical and technical experts who usually serve in corps, echelons above corps, and joint level positions. At this level, the warrant officers should develop further through broadening assignments, self-development, and additional functional and professional training.

    (5) Chief Warrant Officer Five (CW5) Development.

(a)   *Education.* CW5s will attend WOSSE. Warrant officers should attend WOSSE course no later than one (1) year after promotion to CW5.

(b)   *Developmental Assignments*. CW5s are master-level, tactical, and technical experts serving primarily in Army Commands (ACOMs), joint combatant commands, and Army staff-level positions. At this point in their career, a CW5 brings an unparalleled wealth of technical and tactical knowledge and experience and is adept at critical problem-solving. Increased responsibility allows the CW5 to operate and integrate with all levels of command, including the joint, interagency, intergovernmental, and multinational (JIIM) environment. Lifelong learning supported by civilian and military education provides critical assignment opportunities. CW5s may work outside one's typical career path, such as broadening or nominative positions. The focus during this phase is providing leader development, mentorship, advice, and counsel to warrant officers and branch officers. CW5s have special mentorship responsibilities for other warrant officers and provide essential guidance to commanders on signal and warrant officer issues. In addition, CW5s should continue acquiring and refining advanced technical and administrative skills and the MOS-unique technical skills required to develop data and communications networks policy. Senior signal warrant officers should understand contracting, procurement, materiel acquisition programs, and managing the development of training packages. CW5s ensure Army, signal, and other personnel is prepared to operate and maintain new systems prior to fielding; to include MOS life cycle management for all personnel proponent functions and force management processes. Typical developmental assignments for Senior signal warrant officers include:

(c)   ***255Z (Senior Signal Warrant Officer) developmental assignments.***

(i)   Army Communications-Electronics Command (CECOM)
(ii)   Army Network Enterprise Command (NETCOM)
(iii)   Army Forces Command (FORSCOM)
(iv)   Army Futures Command
(v)   Army Service Component Command (ASCC)
(vi)   Career Program Manager, US Army Signal School
(vii)   Combatant Command (COCOM)
(viii) Corps
(ix)   Defense Information Systems Agency (DISA)
(x)   Headquarters, Department of the Army (HQDA)
(xi)   Joint Communications Support Element (JCSE)
(xii)   Regimental Chief Warrant Officer, US Army Signal School
(xiii) Technical Director, US Army Signal School
(xiv)   White House Communications Agency (WHCA)

(d)   *Self-development.* CW5s should sharpen their knowledge of personnel force integration functions for doctrine, training, and personnel pertaining to the Signal Corps. In addition, CW5s should become familiar with force projection and capabilities sustained through doctrinal, organizational, and material change.

(e)   *Desired Experience.* The CW5 must become familiar with Army organizational roles, functions, missions, and force management processes, from the determination of force requirements through the resourcing of requirements and the assessment of their utilization to accomplish Army functions and missions in a joint/combined environment. A minimum of 14 years of experience in Signal Corps from the brigade to ACOM level is required.

5. Signal Corps Reserve Component (RC) Officers

a. General Career Development. The ARNG and USAR Signal Corps officers' roles and missions mirror that of their AA counterparts. However, the unique nature of the RC Soldier's role as a "Citizen Soldier" poses a significant challenge for professional development. To fulfill its wartime mission to plan, install, administer, manage, maintain, operate, integrate, and secure the Army's strategic, operational, and tactical communications infrastructure and voice and data information systems, services, and resources. The Signal Corps is dependent upon extensive interaction between the AC and the RC, maintaining skills through civilian education, industry organizations and certifications, and online collaboration tools.

(1) Geographic dispersion of units may constrain RC career progression within a specific MOS or branch. To meet professional development objectives, RC signal officers must be willing to rotate between assignments with TPUs, ARNG organizations, the IRR, and IMA positions. Often there are insufficient numbers of positions in a geographic area to continue in Signal assignments. If an assignment to a BR 25 signal officer position is not possible, due to geographic constraints, the officer should seek a temporary assignment to a branch immaterial position or pursue assignments in a FA related to signal such as FA 26. See appropriate sections for more information.

(2) Both TOE and TDA organizations host RC Signal officer assignments. Their duties and responsibilities are fundamentally the same as their AC counterparts except for those personnel management, administrative and operational requirements unique to the ARNG and USAR.

(3) USAR officers should seek the advice of the Signal Army Reserve proponent advisor for more information on current authorizations, schooling, and career development. They also advise ARNG officers to contact their respective state senior signal officer (J–6) and personnel management office. Another source of information is the Reserve Component Affairs Office (RCAO) Deputy Assistance Commandants for USAR and ARNG affairs located at Fort Gordon.

b. Officer Development. For essential guidance on RC officer development, see Part One of DA PAM 600-3. Additional and unique signal officer information is detailed below. All signal officers are encouraged to actively participate in professional communications organizations, online sustainment training, collaboration with peers, civilian education, and lifelong learning to stay relevant in the communications field.

(1) *Lieutenant.* Newly accessed officers must attend the Signal Basic Officer Leader-Branch Course (SBOLC) for technical training in the Army's communications field prior to promotion to first lieutenant. The course length consists of 16 weeks.

(2) *Captain.* For consideration for promotion to major, a signal captain must, at a minimum, successfully achieve course standards for all four phases of the Signal Captains Career Course-Reserve Component (SCCC–RC). Officers must complete SCCC–RC for competitive career progression (see chap 7). Active Guard Reserve Soldiers may attend the 16-week SCCC. Additionally, officers are encouraged to pursue branch-related graduate degrees or industry certification programs. Captains should serve 24 months in a Signal KD position.

(3) *Major.* The primary professional development objective of a signal corps major in the RC is to strengthen IT skills. During this phase, officers must enroll in ILE. Additionally, officers must complete ILE Common Core for consideration for the promotion to lieutenant colonel. Officers are highly encouraged to complete a branch-related graduate degree or related industry certifications during these years. Majors should serve a minimum of 24 months in a KD position.

(4) *Lieutenant colonel.* Lieutenant colonels can expect assignments to senior staff positions in various branch-related and branch/FA generalist positions in units, training centers, and headquarters elements. Officers should seek PME at the SSC level. Lieutenant colonels are eligible for selection to the rank of colonel upon completion of the requisite service requirements listed in Part One of DA PAM 600-3. Officers remain eligible for promotion if they continue to serve in an active status and meet selection criteria. Lieutenant colonels should strive to complete an aggregate of 24 months in a KD position.

(5) **_Colonel._** During this phase, the primary objective for officers is maximum use of the officer's technical and tactical capabilities, managerial skills, and executive skills in positions of higher responsibility. Colonels should strive to complete an aggregate of 24 months in a signal operation or operational support position.

c. _Branch transfer._ Officers may join the Signal Corps during their career prior to colonel. Personnel with the rank of captain through lieutenant colonel who has completed another branch CCC, only need to complete phases 1 and 2 of the SCCC–RC and serve 12–24 months in a KD assignment. All others should contact the BR 25 proponent manager in the Office, Chief of Signal, for more information.

6. Signal Corps Reserve Component (RC) Warrant Officers

a. _General Career Development_. The ARNG and USAR Signal Corps warrant officers serve the same role and mission as their AA counterparts. However, the unique nature of the RC Soldier's role as a "Citizen Soldier" poses a significant challenge for professional development. To fulfill its wartime mission to plan, install, administer, manage, maintain, operate, integrate, and secure the Army's strategic, operational, and tactical communications infrastructure and voice and data information systems, services, and resources, the Signal Corps is dependent upon extensive interaction between the AC and the RC, maintaining skills with civilian education, industry organizations and certifications, and online collaboration tools.

(1) Geographic dispersion of units may constrain RC career progression within a specific MOS. To meet professional development objectives, RC signal warrant officers must be willing to rotate between assignments.

(2) Both TOE and TDA organizations host RC signal warrant officer assignments. Their duties and responsibilities are fundamentally the same as their AC counterparts except for those personnel management, administrative and operational requirements unique to the ARNG and USAR.

(3) USAR warrant officers should seek the advice of the Signal Army Reserve proponent advisor for more information on current authorizations, schooling, and career development. Advises ARNG warrant officers to contact their respective state senior Signal warrant officer, state Command Chief Warrant Officer (CCWO), and personnel management office. Another source of information is the Reserve Component Affairs Office (RCAO) Senior Warrant Officer Advisors for the USAR and ARNG located at Fort Gordon.

b. _Warrant Officer Development_. For basic guidance on RC warrant officer development, reference DA PAM 600- 3. Additional unique signal warrant officer information is detailed below. All signal warrant officers are encouraged to actively participate in professional communication organizations, online sustainment training, collaboration with peers, civilian education, and lifelong learning to stay relevant in the communications field.

(1) **_Warrant Officer One (WO1)._** Newly accessed warrant officers must attend the WOBC for technical training in the Army's communication field. A WO1 must have WOBC completed within two (2) years of initial appointment to WO1.

(2) **_Chief Warrant Officer Two (CW2)._** For promotion consideration to CW2, successful completion of the WOBC is required. Warrant officers are also encouraged to pursue a MOS-related undergraduate degree or industry certification program. A CW2 must enroll in the WOAC any time after two (2) years as a CW2.

(3) **_Chief Warrant Officer Three (CW3)._** For promotion consideration to CW3, successful completion of the WOBC is required. The primary professional development objective of a Signal Corps CW3 in the RC is to strengthen IT skills. During this phase, warrant officers must enroll in the WOILE course any time after three (3) years as a CW3. After completing the WOILE course, a CW3 must enroll in the SWOILE course. Warrant officers are highly encouraged to complete a MOS-related undergraduate degree or related industry certifications during these years.

(4) **_Chief Warrant Officer Four (CW4)._** For promotion consideration to CW4, successful completion of the WOAC is required. Warrant officers are highly encouraged to complete a MOS-related graduate degree or related industry certifications during these years. During this phase, warrant officers must enroll in WOSSE after four (4) years as a CW4.

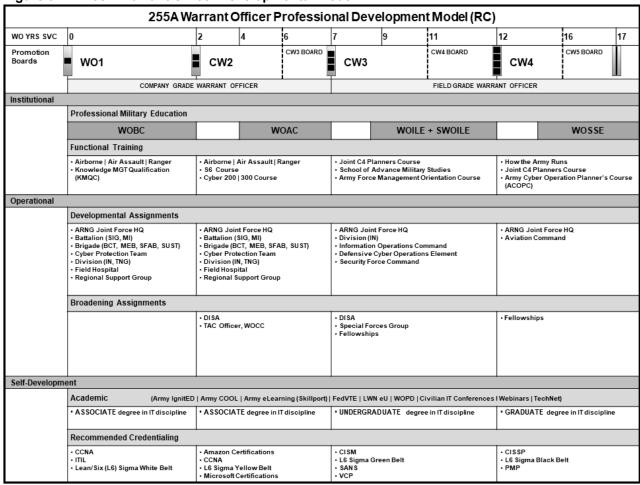(5) *Chief Warrant Officer Five (CW5).* For promotion consideration to CW5, successful completion of the WOSSE is required. During this phase, the primary objective for officers is maximum use of the officer's technical and tactical capabilities, managerial skills, and executive skills in positions of higher responsibility.

c.   Branch Transfer. Army warrant officers may request to branch transfer into the Signal Corps at any time during their career based on the needs of the Army and if the warrant officer meets the prerequisites. Contact the Office, Chief of Signal (OCOS) for more information.

d.   MOS Reclassification. Signal warrant officers may request to reclassify into another signal MOS at any time during their career based on the needs of the Army and if the warrant officer meets the prerequisites. Contact the Office, Chief of Signal (OCOS) for more information.

Figure 6. RC 255A Warrant Officer Developmental Model

255A Warrant Officer Professional Development Model (RC)

WO YRS SVC	0	2	4	6	7	9	11	12	16	17
Promotion Boards	WO1	CW2		CW3 BOARD	CW3		CW4 BOARD	CW4	CW5 BOARD	
	COMPANY GRADE WARRANT OFFICER				FIELD GRADE WARRANT OFFICER					

Institutional

Professional Military Education

WOBC		WOAC		WOILE + SWOILE		WOSSE

Functional Training

• Airborne | Air Assault | Ranger • Knowledge MGT Qualification (KMQC)	• Airborne | Air Assault | Ranger • S6 Course • Cyber 200 | 300 Course	• Joint C4 Planners Course • School of Advance Military Studies • Army Force Management Orientation Course	• How the Army Runs • Joint C4 Planners Course • Army Cyber Operation Planner's Course (ACOPC)

Operational

Developmental Assignments

• ARNG Joint Force HQ • Battalion (SIG, MI) • Brigade (BCT, MEB, SFAB, SUST) • Cyber Protection Team • Division (IN, TNG) • Field Hospital • Regional Support Group	• ARNG Joint Force HQ • Battalion (SIG, MI) • Brigade (BCT, MEB, SFAB, SUST) • Cyber Protection Team • Division (IN, TNG) • Field Hospital • Regional Support Group	• ARNG Joint Force HQ • Division (IN) • Information Operations Command • Defensive Cyber Operations Element • Security Force Command	• ARNG Joint Force HQ • Aviation Command

Broadening Assignments

	• DISA • TAC Officer, WOCC	• DISA • Special Forces Group • Fellowships	• Fellowships

Self-Development

Academic   (Army IgnitED \| Army COOL \| Army eLearning (Skillport) \| FedVTE \| LWN eU \| WOPD \| Civilian IT Conferences I Webinars \| TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CCNA • ITIL • Lean/Six (L6) Sigma White Belt	• Amazon Certifications • CCNA • L6 Sigma Yellow Belt • Microsoft Certifications	• CISM • L6 Sigma Green Belt • SANS • VCP	• CISSP • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

Figure 7. RC 255N Warrant Officer Developmental Model

255N Warrant Officer Professional Development Model (RC)

WO YRS SVC	0	2	4	6	7	9	11	12	16	17
Promotion Boards	WO1	CW2		CW3 BOARD	CW3		CW4 BOARD	CW4	CW5 BOARD	

COMPANY GRADE WARRANT OFFICER	FIELD GRADE WARRANT OFFICER

Institutional

Professional Military Education

WOBC		WOAC		WOILE + SWOILE		WOSSE

Functional Training

• Airborne | Air Assault | Ranger • Operational Training	• Airborne | Air Assault | Ranger • SATCOM Planners Course • Operational Training	• Joint C4 Planners Course • Mission CMD Digital Master Gunner • Army Force Management Orientation Course	• How the Army Runs

Operational

Developmental Assignments

• ARNG Joint Force HQ • Cyber Protection Team • Battalion (MI) • Brigade (BCT, FA, SIG, SUST) • Division (IN) • Information Operations Group • Maneuver Enhancement Brigade • Security Force Assistance Brigade	• ARNG Joint Force HQ • Cyber Protection Team • Battalion (MI) • Brigade (BCT, FA, SIG, SUST) • Division (IN) • Information Operations Group • Maneuver Enhancement Brigade • Security Force Assistance Brigade	• ARNG Joint Force HQ • Brigade (SIG) • Division (IN, TNG) • Cyber Protection Team • Sustainment Command	• ARNG Joint Force HQ • Brigade (CY, SIG) • Theater Signal CMD

Broadening Assignments

	• DISA • Special Forces Group • TAC Officer, WOCC	• DISA • Fellowships	• Fellowships

Self-Development

Academic   (Army IgnitED \| Army COOL \| Army eLearning (Skillport) \| FedVTE \| LWN eU \| WOPD \| Civilian IT Conferences I Webinars \| TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CASP • CCNA • ITIL • Lean/Six (L6) Sigma White Belt	• CCNP (Enterprise) • L6 Sigma Yellow Belt	• CCNP (SDWAN) • CISM • L6 Sigma Green Belt • VCP	• CCIE • CISSP • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT) website https://actnow.army.mil/ and PAM 611-21.

Figure 8. RC 255S Warrant Officer Developmental Model

255S Warrant Officer Professional Development Model (RC)

WO YRS SVC	0	2	4	6	7	9	11	12	16	17
Promotion Boards	WO1	CW2		CW3 BOARD	CW3		CW4 BOARD	CW4	CW5 BOARD	

COMPANY GRADE WARRANT OFFICER	FIELD GRADE WARRANT OFFICER

Institutional

Professional Military Education

WOBC		WOAC		WOILE + SWOILE		WOSSE

Functional Training

• Airborne | Air Assault | Ranger • Operational Training	• Airborne | Air Assault | Ranger • Army Cyber Operations Planner's Course (ACOPC) • Operational Training	• Joint C4 Planners Course • Mission CMD Digital Master Gunner	• How the Army Runs

Operational

Developmental Assignments

• Brigade (ADA, BCT, CAB, FA, SUST) • Maneuver Enhancement Brigade • Security Force Assistance Brigade	• Brigade (ADA, BCT, CAB, FA, SUST) • Maneuver Enhancement Brigade • Security Force Assistance Brigade	• ARNG Joint Force HQ • Division (IN) • Sustainment Command	• ARNG Joint Force HQ • Cyber Security Company

Broadening Assignments

	• TAC Officer, WOCC	• DISA • TAC Officer, WOCC • Fellowships	• DISA • Fellowships

Self-Development

Academic (Army IgnitED \| Army COOL \| Army eLearning (Skillport) \| FedVTE \| LWN eU \| WOPD \| Civilian IT Conferences I Webinars \| TechNet)

• ASSOCIATE degree in IT discipline	• ASSOCIATE degree in IT discipline	• UNDERGRADUATE degree in IT discipline	• GRADUATE degree in IT discipline

Recommended Credentialing

• CASP • CCNA Cyber Ops • ITIL • Lean/Six (L6) Sigma White Belt • SANS	• CCNA • CCNP Security • L6 Sigma Yellow Belt • Microsoft Certifications • SANS	• CISM • L6 Sigma Green Belt • SANS • VCP	• CISSP • CCIE • L6 Sigma Black Belt • PMP

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT)
https://actnow.army.mil/ and PAM 611-21.

Figure 9. RC 255Z Warrant Officer Developmental Model

255Z Warrant Officer Professional Development Model (RC)				
WO YRS SVC	18	20	24	30
	CW5			
	SENIOR FIELD GRADE WARRANT OFFICER			
Institutional				
	Professional Military Education			
	WOSSE			
	Functional Training			
	• How the Army Runs (HTAR) • Senior Leader Seminar – CW5 Executive Level Course • Continuing Education for Senior Leaders (CESL)			
Operational				
	Developmental Assignments			
	• STA, CORPS G6 • CCWO, JCSE • STA, WHCA	• STA, Theater Signal Command • STA, ASCC G6 • STA | CTO, COCOM J6 • STA, FORSCOM G6	• CCWO, NETCOM • STA, CECOM • STA, Futures Command • STA, DISA • STA, Joint J6 • CTO, HQDA G6	
	Broadening Assignments			
	• WOCC WOSSE INSTRUCTOR • Command and General Staff College (GSSC) • Fellowships	• TRADOC Sr Warrant Officer Advisor • ARNG | USARC	• State Command Chief WO • WOCC Deputy Commandant ARNG|USAR • OCAR Senior Leader Development Officer	
Self-Development				
	Academic	(Army IgnitED | Army COOL | Army eLearning (Skillport) | FedVTE | LWN eU | WOPD | Civilian IT Conferences I Webinars | TechNet)		
	• GRADUATE degree in IT discipline	• POST GRADUATE degree in IT discipline		
	Recommended Credentialing			
	• CISSP (recommended) • Lean/Six (L6) Sigma Master Black Belt • PMP (recommended)			

For a comprehensive list of operational assignments, visit the Army Career Tracker (ACT)
https://actnow.army.mil/ and PAM 611-21.