

Electronic Maintenance (Career Management Field 94) Career Progression Plan

Chapter 1. Duties

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

Chapter 2. Transformation

a. CMF 94 Soldiers are responsible for the maintenance of a vast spectrum of the Army's equipment ranging from anti-aircraft missiles to highly sophisticated radars. The Ordnance Corps requires Leaders who are critical thinkers and problem solvers, technically proficient in their craft, and possess the knowledge and skills needed to build effective teams. Ordnance NCOs must ensure that their Soldiers can perform their individual MOS tasks, always place their Soldiers' welfare ahead of their own, and adhere to Army values. Ordnance NCOs truly embody the Warrior Ethos. Their example inspires others to achieve the same level of commitment and professionalism, enabling them to grow as Leaders and train the Soldiers and small units of tomorrow.

b. It is imperative that Soldiers leverage and embrace broadening opportunities to include but are not limited to credentialing and Training with Industry (TWI). The purpose of credentialing in the Army is to establish and implement a credentials, certification, and licenses program to validate a Soldier's professional skills, training, and work experiences and to bolster professional technical competence within the formation. It improves the Soldier's capabilities, enhances duty performance, and improves the U.S Army's readiness. TWI is a work-experience program to provide an extensive exposure to managerial techniques and industrial procedures within corporate America. The Army's main objective in sponsoring the TWI Program is to develop a group of Soldiers experienced in higher level managerial techniques. TWI opportunities are now available to all CMF 94 MOS SSGs and SFCs.

c. Soldiers assigned to Special Mission Unit (SMUs), Special Operations Forces (SOF), U.S. Army Special Operations Command (USASOC), or White House Communications Agency for more than four years should not be viewed unfavorably. Generally, these types of units have unique requirements and desired skill sets. These units invest heavily in the training, equipping, and operational readiness of their organization. While we encourage Ordnance Soldiers to seek diversity in assignments, in many cases, Leaders who perform well in these types of units are retained beyond four years and should be evaluated by rated performance without bias.

d. The Assignment Satisfaction Key-Enlisted Marketplace (ASK-EM) is a platform that was put in place to allow the Army to better align enlisted talent. The enlisted virtual marketplace allows Staff Sergeants through Master Sergeants to prioritize their preferences for valid and available worldwide assignments. This new design significantly increases the role of Soldier preference in the assignment process and facilitates an NCO's influence in the trajectory of his or her career. The Talent Management NCO, previously referred to as the Assignment NCO, can assist Soldiers in matters of ASK-EM and the Enlisted Manning Cycles. Talent Management NCOs also provide Manner of Performance (MOP) scores and assist in Individual Development Plan (IDP). They screen and select Sergeants through Master Sergeants for Broadening, Generating and Nominative assignments such as Drill Sergeant, Recruiter, AIT Instructor, Training Developer,

Capabilities Developer, Observer Controller/Trainer, Reserve Component/Active Component Advisor, and Inspector General Assistant. Career Management NCOs are responsible for professional management, career development analysis, monitoring the health of the Corps, NCOES development, providing input for promotion projections, force alignment, MOS structure issues, and recommending changes to support Army and TRADOC priorities such as TOE and TDA changes. Career Management NCOs advise the Chief of Ordnance on Doctrine, Organization, Training, Materiel, Leadership, Personnel, Facilities, and Policy (DOTMLPF-P) matters involving the 94 CMF. The Talent Management NCO and the Career Management NCO can both provide professional development guidance to Soldiers in accordance with the MOS Career Map and DA Pam 600-25.

e. The merger of several military occupational specialties into a multi-functional logistician streamlines training and mission support. Additionally, the transformation will include an increase of broadening (experience) opportunities for Sergeant First Class and Master Sergeants across a multitude of positions such as Joint Logistics and Theater/Area Support Operations.

f. Project Athena is a leader development program designed to inform and motivate leaders to embrace personal and professional self-improvement. The Individual Development Plan (IDP) process defines actionable and measurable development objectives and identifies specific development activities to build upon. IDP development involves a collaborative discussion between the leader and the coach that defines a leader's development objectives and identifies the actions and activities that help him or her to meet these objectives. The intent is to guide a leader through the creation of an IDP, but to do so without "telling the leader what to do."

g. In efforts to increase the performance at the SSG level, newly promoted SSGs will be required to stay in critical leader development positions no less than 24 months. Critical leader development positions per MOS are found in Chapter 4. Critical leader development requirements do not pertain to 94Y SSGs as there are no operational assignments available at this time.

Chapter 3. Recommended career management self-development by rank

a. Private, specialist and corporal.

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

(2) During the early years, electronic technicians should focus on perfecting the basic skills and obtaining the knowledge that would make them proficient in all aspects of their MOS. Emphasis should also be placed on maintaining the standards of common Soldier tasks. Regardless of assignment, Soldiers should acquire the necessary experience to fine-tune their technical skills. Opportunities to display leadership skills, initiative and motivation must be capitalized upon.

(3) Soldiers should study and master the following military publications: STP 21-1-SMCT; TC 4-02.1 First Aid; FM 4-33 Maintenance Operations; AR 670-1 Wear and Appearance of Army Uniforms and Insignia; FM 7-22 Army Physical Readiness Training and all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(4) The following websites are suggested for self-development: U.S. Army Ordnance Corps, Ordnance Corps Association, and Army Career Tracker

(5) The day-to-day rigors of tactical assignments may discourage the opportunity for civilian education; however, those Soldiers willing to make the required sacrifices should seize the available opportunities. Soldiers should take full advantage of lifelong learning opportunities that will also earn promotion points, and Technical Certifications. A list of certifications is available on the Army Credentialing Opportunities Online (COOL) and ArmyIgnitED to register for Credential Assistance (CA). For information on these and other education programs, visit the Army Education Center (AEC) on your installation. Self-development options are based on the Soldier's own desire

to excel. Many opportunities exist for Soldiers to participate in various credentialing and certification courses through COOL to accomplish additional educational objectives. Soldiers with General Technical (GT) scores below 110 should seek to improve their scores through the Functional Academic Skills Training (FAST) program or Basic Skills Education Program (BSEP). Taking additional civilian education courses such as English composition and basic mathematics will prepare Soldiers for the Armed Forces Classification Test (AFCT) and improve promotion potential. College education is a critical piece of the self-development program and logisticians should plan their college program around a degree that relates to their MOS using information provided on the ArmyIgnitED website. Through ArmyIgnitED, Soldiers may also pursue a degree program completely online.

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

(7) College Level Examination Program (CLEP) and the Defense Activity for Non-Traditional Education Support (DANTES) tests are other resources for converting previously acquired knowledge or training into college credit. College education is a critical piece of the self-development process. Logisticians are encouraged (but are not required) to align their college program around a degree plan that relates to their MOS using information provided on the ArmyIgnitED or Continuing Education Degree Program (CEDP) websites. CEDP level operations academic degree programs aligned with Soldier occupations that improve technical or leadership competencies. Soldiers may also enroll in ArmyIgnitED, an Army program that gives Soldiers the opportunity to pursue a degree program completely online. U.S. Military Apprenticeship Program (USMAP) is a formal military training program which provides active duty Soldiers the opportunity to improve their job skills and complete senior level certifications requirements that correspond with their MOS. These self-development options are based on the Soldiers own desire to excel. At this stage, Soldiers should seek opportunities in credentialing and certification courses through Army COOL and/or initiate a college degree plan through an accredited College or University of their choice.

(8) There are many educational paths for life-long learners and there may be Soldiers who elect to earn a trade certification in lieu of a college degree. While there is a great premium on leaders who have earned or are working towards a college degree, the Ordnance Corps equally values credentialing, journeyman certifications, apprenticeship, Department of Labor Certifications USMAP, CompTIA certifications, Electronics Technician Association (ETA) International, and Federal Communications Commission tests; all of which are desired certifications, which is largely a technical trade's cohort.

(9) Distributed Learning Course (DLC) is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System (NCOES). It compliments institutional and operational learning. DLC is a pre-requisite for attending NCOES courses, and will affect future promotions. DLC 1 prepares Soldiers for the BLC. Completion of DLC Level 1 is a prerequisite for attendance at BLC.

(10) Soldiers should volunteer and prepare for Soldier boards such as Soldier of the Quarter and/or Year as they broaden their knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. Soldiers can further distinguish themselves by earning the Expert Soldier Badge and by competing in the Army Best Warrior Competition.

(11) Physical fitness is one of the cornerstones for all warfighters and the Ordnance Corps desires physically capable leaders who are fit to lead and fit to fight. Leaders who excel at physical fitness are valued, however, physical prowess is not a substitute for the execution and performance of duties and scope.

b. Sergeant.

(1) The quality and success of a Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Sergeants committed to achieving high

goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise.

(2) In addition to Chapter 3, para a(3), Sergeants should study and master the following military publications: DA Pam 600-25; U.S. Army Noncommissioned Officer Professional Development Guide; FM 7-22.7 Noncommissioned Officer Guide; FM 3-0 Operations; FM 4-0 Sustainment Operations; STP 21-24- SMCT; FM 6-22 Leader Development; all -10/20 level maintenance manuals associated with their equipment and battle drills associated with their current assignment.

(3) The following are suggested for self-development: U.S. Army Ordnance Corps, Ordnance Corps Association, and Army Career Tracker.

(4) The day-to-day rigors of operational assignments may limit the opportunity for civilian education; however, those Sergeants willing to make the required sacrifices should seize the available opportunities. The Ordnance Corps value leaders who are lifelong learners and have invested in earning a college degree. Civilian academic achievements should be viewed with favor, however, does not outweigh job performance and on the job experience. Pursuing a college education at this level is not a mandatory requirement but one that will place you above your peers. Logisticians should (but are not required) to align their college program around a degree plan that relates to their MOS using information provided on the ArmyIgnitED or Continuing Education Degree Program (CEDP) websites. CEDP level operations academic degree programs aligned with Soldier occupations that improve technical or and leadership competencies. These self- development options are based on the Sergeants' own desire to excel. At this stage, Sergeants should seek opportunities in the initiation or completion of an associate's degree and/or technical certification. There is great value in leaders who are lifelong learners and have an invest interest in developing knowledge outside their normal scope such as the Senior Enlisted Joint Professional Military Education Course 1 (SEJPME I).

(5) Skillport, Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS), Army Training Management System (ATMS), Army Career Tracker (ACT) websites provide resources in continued education, leadership and technical proficiency for the Sergeant.

(6) Soldiers may also earn promotion points for Technical Certification; a list of certifications is available on the Army Credentialing Opportunities Online (COOL). Log into ArmyIgnitED to register for Credential Assistance (CA). For information on these and other education programs, visit the Army Education Center (AEC) on your installation.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

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

(9) To be successful, the Sergeant must master, demonstrate, and practice all areas within the NCO Common Core Competencies (NCO C3). There are six major topic area in NCO C3 (Readiness, Leadership, Training, Management, Communication, Operations, and Program Management). Promotion potential relies on the level of proficiency that is developed in these six areas over the course of a leader's career.

(10) There are many educational paths for life-long learners and there may be Soldiers who elect to earn a trade certification in lieu of a college degree. While there is a great premium on leaders who have earned or are working towards a college degree, the Ordnance Corps equally values credentialing, Senior and Master certification, Department of Labor Certifications (USMAP), CompTIA certifications, International Society of Certified Electronics Technicians, Federal Communications Commission; all of which are desired certifications, which is largely a technical trade's cohort. A Sergeant should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline.

(11) Evaluations should reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeds standards" rating on academic evaluations.

(12) NCOs should further distinguish themselves by participating in the Army Best Warrior Competition, Expert Soldier Badge testing, NCO of the Quarter/Year boards, and the Sergeant Audie Murphy and/or Sergeant Morales Clubs as they broaden the NCO's knowledge base, instill discipline, and improve their ability to communicate verbally.

(13) Physical fitness is one of the cornerstones for all warfighters and the Ordnance Corps desires physically capable leaders who are fit to lead and fit to fight. Leaders who excel at physical fitness are valued, however, physical prowess is not a substitute for the execution and performance of duties and scope

c. Staff Sergeant.

(1) The quality and success of a Staff Sergeant's career is in direct proportion to a consistent commitment to excellence, regardless of the mission. Staff Sergeants who are committed to achieving high goals will develop leadership skills and have the practical knowledge and ambition to put them to good use. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise.

(2) In addition to Ch. 3 b(2), Staff Sergeant's should study and master these additional military publications: TC 3-20.40 Training and Qualification-Individual Training, FM 4-30 Ordnance Operations, FM 4-33 Maintenance Operations, AR 750-1 Army Material Maintenance Policy, all - 10/20 level maintenance manuals associated with their equipment in addition to battle drills associated with their current assignment.

(3) The following are suggested for self-development: U.S. Army Ordnance Corps, Ordnance Corps Association, and Army Career Tracker.

(4) The day-to-day rigors of operational assignments may limit the opportunity for civilian education; however, those Sergeants willing to make the required sacrifices should seize the available opportunities. The Ordnance Corps value leaders who are lifelong learners and have invested in earning a college degree. Civilian academic achievements should be viewed with favor, however, does not outweigh job performance. Logisticians should (but are not required) to align their college program around a degree plan that relates to their MOS using information provided on the ArmyIgnitED or Continuing Education Degree Program (CEDP) websites. CEDP level operations academic degree programs aligned with Soldier occupations that improve technical or leadership competencies. These self-development options are based on the Staff Sergeants' own desire to excel. At this stage, Staff Sergeants should seek opportunities to pursue completion of an associate's degree. Many opportunities exist for Soldiers to participate in various credentialing and certification courses through Army COOL to accomplish individual educational objectives. There is great value in leaders who are lifelong learners and have an invest interest in developing knowledge outside their normal scope such as the Senior Enlisted Joint Professional Military Education Course 1 (SEJPME I).

(5) Skillport, Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS), Army Training Management System (ATMS), Army Career Tracker (ACT), Command Supply Discipline Program (CSDP), Integrated Personnel and Pay System-Army (IPPS-A) websites provide resources in continued

education, leadership and technical proficiency for the Staff Sergeant.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include but are not limited to the Army Award for Maintenance Excellence (AAME), Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, Ordnance Order of Samuel Sharpe Award, the Master Recruiter Badge, and senior or master instructor.

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

(8) To be successful, the Staff Sergeant must demonstrate and practice all areas within the NCO Common Core Competencies (NCO C3). There are six major topic area in NCO C3 (Readiness, Leadership, Training, Management, Communication, Operations, and Program Management). Promotion potential relies on the level of proficiency that is developed in these six areas over the course of a leader's career.

(9) There are many educational paths for life-long learners and there may be Soldiers who elect to earn a trade certification in lieu of a college degree. While there is a great premium on leaders who have earned or are working towards a college degree, the Ordnance Corps equally values credentialing, Senior and Master certification, Department of Labor Certifications (USMAP), CompTIA certifications, International Society of Certified Electronics Technicians, Federal Communications Commission; all of which are desired certifications, which is largely a technical trade's cohort. A Sergeant should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline.

(10) Maintenance Managers should have established accounts for Logistics Information Systems (LIS) i.e. Global Combat Support System-Army (GCSS-A) AESIP portal as well as a working knowledge of how to navigate each. To be successful the Staff Sergeant must master and demonstrate appropriate personnel and operational management skills.

(11) Evaluations should reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeds standards exceed standards" rating on academic evaluations.

(12) NCOs should further distinguish themselves by participating in the Army Best Warrior Competition, Expert Badge Competition, NCO of the Quarter/Year boards, and the Sergeant Audie Murphy and/or Sergeant Morales Clubs as they broaden the NCO's knowledge base, instill discipline, and improve their ability to communicate verbally.

(13) Physical fitness is one of the cornerstones for all warfighters and the Ordnance Corps desires physically capable leaders who are fit to lead and fit to fight. Leaders who excel at physical fitness are valued, however, physical prowess is not a substitute for the execution and performance of duties and scope

d. Sergeant First Class.

(1) As NCOs become more senior in rank, self-motivated development becomes more important. Activities like professional reading or college courses help the SNCO develop

organizational leadership skills needed to coach, teach and mentor Soldiers. At this stage, Sergeants First Class should seek opportunities to pursue the initiation or completion of a bachelor's degree. A college degree is not required for promotion but can be a deciding factor for identifying the best-qualified Senior NCO. There is great value in leaders who are lifelong learners and have invested in attaining or working on a college degree. Civilian academic achievements should be viewed with favor, however, does not outweigh job performance. A trade certification in lieu of a college degree still identifies superior quality as an Ordnance Corps professional. Opportunities to display leadership skills, initiative and motivation must be capitalized upon. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise.

(2) In addition to Ch. 3 c(2), Sergeants First Class should study and master the following military publications: FM 3-0 Operations, FM 3-94 Theater Army, Corps, and Division Operations, FM 4-0 Sustainment Operations, and FM 7-0 Training.

(3) The following websites are suggested for self-development: U.S. Army Ordnance Corps, Ordnance Corps Association, and Army Career Tracker.

(4) The day-to-day rigors of operational assignments may limit the opportunity for civilian education; however, those Sergeants willing to make the required sacrifices should seize the available opportunities. The OPTEMPO of operational assignments may limit the opportunity for education and individual development; however, those Sergeants First Class willing to make the required sacrifices should seize the available opportunities. Continuing Education Degree Program (CEDP) level operations academic degree programs aligned with Soldier occupations that improve technical or leadership competencies. The self-development process should now shift to advanced skills. Ideally, a Sergeant First Class should have completed an associate's degree or equivalent credential by 12 years and continue studies towards an upper level degree or additional certifications. The Sergeant First Class must continue to remain competent in technical fields while focusing on broadening management and doctrinal knowledge. Subjects such as organizational behavior, personnel management, time management, Army Operations, Support OPS, and Battle Staff functions should be emphasized as essential to a Sergeant First Class.

(5) Skillport, Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency.

(6) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include but are not limited to the Army Award for Maintenance Excellence (AAME), Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, Ordnance Order of Samuel Sharpe Award, the Master Recruiter Badge, and senior or master instructor.

(7) NCOs should further distinguish themselves by participating in the Army Best Warrior Competition, Expert Badge Competition, NCO of the Quarter/Year boards, and the Sergeant Audie Murphy and/or Sergeant Morales Clubs as they broaden the NCO's knowledge base, instill discipline, and improve their ability to communicate verbally.

(8) Distributed Learning Course (DLC) is planned; goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Education System. It promotes lifelong learning and sets conditions for continuous growth. All Soldiers are required to participate in DLC. It will also be a pre-requisite for attending NCOES courses, and will affect future promotions. DLC 4 focuses on tasks at the BN level and prepares Staff Sergeant through Command Sergeant Major for attendance at the Sergeant Major Course. Soldiers may start DLC 4 upon completing the SLC. The USASMA recommends completing DLC 4 prior to assuming duties as a 1SG.

(9) To be successful, the Sergeant First Class must demonstrate and practice all areas within

the NCO Common Core Competencies (NCO C3). There are six major topic area in NCO C3 (Readiness, Leadership, Training, Management, Communication, Operations, and Program Management). Promotion potential relies on the level of proficiency that is developed in these six areas over the course of a leader's career.

(10) There are many educational paths for life-long learners and there may be Soldiers who elect to earn a trade certification in lieu of a college degree. While there is a great premium on leaders who have earned or are working towards a college degree, the Ordnance Corps equally values credentialing, Senior and Master certification, Department of Labor Certifications (USMAP), CompTIA certifications, International Society of Certified Electronics Technicians, Federal Communications Commission; all of which are desired certifications, which is largely a technical trade's cohort. A Sergeant should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline.

(11) Maintenance Supervisors should have established accounts for Logistics Information Systems (LIS) i.e. Global Combat Support System-Army (GCSS-A) AESIP portal as well as a working knowledge of how to navigate each.

(12) Sergeants First Class should enroll in the Senior Enlisted Joint Professional Military Education (SEJPME) I & II course and complete within the allotted time through the JKO website.

(13) The Sergeant First Class is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master and demonstrate appropriate personnel and operational management skills.

(14) Promotion potential indicators: The Sergeant First Class can expect assignments both inside and outside their technical field.

(15) Evaluations should reflect superior performance and potential in a variety of challenging assignments, and attaining "exceeds standards" ratings on academic evaluations.

(16) Physical fitness is one of the cornerstones for all warfighters and the Ordnance Corps desires physically capable leaders who are fit to lead and fit to fight. Leaders who excel at physical fitness are valued; however, physical prowess is not a substitute for the execution and performance of duties and scope

e. Master Sergeant and First Sergeant.

(1) Limited authorizations and fiercely competitive records may dictate duty positions be considered a major discriminator for selection to Sergeant Major. At a minimum, fully qualified leaders should have 24 months as a First Sergeant. However, time in position does not outweigh overall performance as a First Sergeant. Service as a First Sergeant or Staff Member provide leaders with valuable experiences and knowledge, duty positions as Operations NCO (BDE and above), Support Operations NCO (BDE and above), Material Acquisitions NCO, and Senior Career Manager, may equally provide the Senior NCO with extensive technical and operational experience and knowledge. The Ordnance Corps seeks for leaders who have an optimal balance of tactical, technical, Operations/Staff and broadening experiences.

(2) Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. At this stage, Master Sergeants and First Sergeants should seek opportunities to pursue a bachelor's or master's degree as well as credentials and certifications. There is great value in leaders who are lifelong learners and have invested in attaining or working on a college degree. Though a college degree is not the only defining influence for promotion, it is a deciding factor for identifying the best qualified for promotion. Civilian academic achievements should be viewed with favor, however, does not outweigh duty performance and conduct. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(3) Master Sergeants and First Sergeants should study and master the following military publications: FM 3-0 Operations; FM 3-94 Armies, Corps, and Division Operations; FM 3-96 Brigade Combat Team; FM 4-0 Sustainment Operations; FM 7-0 Training; AR 601-280 Army Retention Program; AR 600-20 Army Command Policy; DA Pam 611-21 Military Occupational

Classification and Structure; AR 840–10 Flags, Guidons, Streamers, Tabards, and Automobile and Aircraft plates; AR 220–1 Status Reporting and Force Registration, AR 635-200 Active Duty Enlisted Administrative Separations; AR 600-8-2 Suspension of Favorable Personnel Action; AR 600-8-10 Leaves and Passes. Master Sergeants and First Sergeants should also read publications on their chains of command professional reading list. Begin reading about world politics, geopolitical issues and field manuals relating to Army Operations and current battle doctrine enhance the knowledge base of the leader.

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

(5) Skillport, Army Learning Management System (ALMS), Joint Knowledge Online (JKO), Continuing Education Degree Program (CEDP), and Army Training Requirements and Resources System (ATTRS) websites provide resources in continued education, leadership and technical proficiency.

(6) There are many educational paths for life-long learners and there may be Soldiers who elect to earn a trade certification in lieu of a college degree. While there is a great premium on leaders who have earned or are working towards a college degree, the Ordnance Corps equally values credentialing, Senior and Master certification, Department of Labor Certifications (USMAP), CompTIA certifications, International Society of Certified Electronics Technicians, Federal Communications Commission; all of which are desired certifications, which is largely a technical trade's cohort. A Sergeant should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include but are not limited to the Army Award for Maintenance Excellence (AAME), Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, Ordnance Order of Samuel Sharpe Award, the Master Recruiter Badge, and senior or master instructor.

(8) Distributed Leaders Course (DLC) is planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Professional Development System (NCOPDS). It promotes lifelong learning. It also sets conditions for continuous growth as a Leader. DLC 5 focuses on tasks at the BN level and prepares Master Sergeants and First Sergeants for attendance at the Sergeants Major Course (SMC). NCOs may not self enroll into MLC. NCOs must complete DLC 5 prior to attendance at SMC.

(9) Senior Maintenance Supervisors should have established accounts for Logistics Information Systems (LIS) i.e. Global Combat Support System-Army (GCSS-A) AESIP portal as well as a working knowledge of how to navigate each.

(10) Master Sergeants and First Sergeants should enroll in the Senior Enlisted Joint Professional Military Education (SEJPME) I and II course and complete within the allotted time through the JKO website.

(11) The Master Sergeant/First Sergeant is expected to function as a member of senior level staffs and in senior leadership roles. To be successful they must master communication, operational and management skills.

(12) Promotion potential indicators: The Master Sergeant/First Sergeant can expect assignments both inside and outside their technical field such as evaluations. Evaluations should reflect superior performance and potential in a variety of challenging assignments, and attaining "exceed standards" rating on academic evaluations.

(13) Physical fitness is one of the cornerstones for all warfighters and the Ordnance Corps desires physically capable leaders who are fit to lead and fit to fight. Leaders who excel at physical fitness are valued, however, physical prowess is not a substitute for the execution and performance of duties and scope

f. Sergeant Major and Command Sergeant Major.

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

(2) The SGM and CSM should read publications on their chains of command professional reading list. Continued reading about world politics, geo-political issues and field manuals relating to Army operations and current battle doctrine enhance the knowledge base of the leader.

(3) Skillport, Army Learning Management System (ALMS), Joint Knowledge Online (JKO) and Army Training Requirements and Resources System (ATRRS) websites provide resources in continued education, leadership and technical proficiency. Credentials obtained in International Society of Certified Electronics Technicians, Federal Communications Commission, and CompTIA are highly favorable. Another credential highly favored is with Human Resource Management, such as certificates with Society for Human Resource Management (SHRM) or Human Resource Certification Institute (HRCI).

(4) Distributed Leaders Course (DLC) is planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. It compliments institutional and operational learning. It enhances professional competence and meets personal objectives. It is required learning that continues throughout a Soldier's career and is closely linked to training and education in the NCO Professional Development System. It promotes lifelong learning. All Soldiers are required to participate in DLC. It will also be a prerequisite for attending NCOPDS courses, and will affect future promotions. Although the SMC is the capstone of the NCOPDS, learning does not stop. The SGM must complete DLC 6 after they have completed the SMC. It focuses on nominative and joint staff level tasks and prepares Soldiers for the strategic levels of Army leadership. It offers lessons on employing nation building operations and resolving conflicts between civilian employees and the military. SGMs and CSMs are automatically enrolled upon promotion. DLC 6 will become a prerequisite for nominative and joint assignments and Nominative Leaders Course (NLC). Nominative Leaders Course will be completed upon selection to nominative position.

(5) Senior Maintenance Supervisors should have established accounts for Logistics Information Systems (LIS) i.e. Global Combat Support System-Army (GCSS-A) AESIP portal as well as a working knowledge of how to navigate each.

Chapter 4. Military Occupational Specialty 94A Land Combat Electronics Missile System Repairer

a. Major duties. The Land Combat Electronic Missile System Repairer performs or supervises maintenance on the Improved Target Acquisition System, Javelin, Long Range Advanced Scout Surveillance System (LRAS3), Modified Improved Target Acquisition System (MITAS), related night sights, and ancillary test equipment. Skills include performing Quality Control (QC) measures, inspecting, testing, and adjusting components to specific tolerances. Repairs unserviceable items by removing and replacing defective components and parts. Repairs unserviceable optical and infrared components by aligning, adjusting, removing and replacing defective modules and assemblies. Personnel learn to determine shortcomings and malfunctions in electronic, electrical, mechanical, pneumatic, optical, and electro-mechanical assemblies, sub-

assemblies, modules, and circuit elements. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94A30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) Institutional training. Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) Additional Training. Airborne, Air Assault, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) Operational assignments. Land Combat Electronic Missile System Repairer and TOW Field Test Set (TFTS) Repairer.

(d) Institutional assignments. None.

(e) Critical leader development. None.

(f) Broadening developmental opportunities. Ranger Training.

(g) Broadening education opportunities. AA/AAS degree.

(h) Broadening training opportunities. CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) Other broadening opportunities (experiences). Special Missions Units (SMU).

(j) Self-development. DLC 1.

(2) Sergeant

(a) Institutional training. Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) Additional Training. Airborne, Air Assault, ARIMS, GCSS Army, Safety Course, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) Operational assignments. Land Combat Electronic Missile System Repairer.

(d) Institutional assignments. None.

(e) *Critical leader development.* Land Combat Electronic Missile System Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening education opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Land Combat Electronic Missile System Foreman, Land Combat Electronic Missile System NCO, Tech Intel Analyst.

(d) *Institutional assignments.* Instructor, Training Developer, Operations Sergeant.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Land Combat Electronic Missile System Foreman, Section Sergeant, Team Chief.

(f) *Broadening developmental opportunities.* Drill Sergeant, Ranger Training, Recruiter

(g) *Broadening education opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Unit (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 3

Chapter 5. Military occupational specialty 94A Professional Development Model

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

Chapter 6. Military occupational specialty 94A Reserve Component

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

Chapter 7. Military occupational specialty 94D Air Traffic Control Equipment Repairer

a. Major Duties. The Air Traffic Control (ATC) Equipment Repairer performs maintenance and installation of ATC communications, navigation aids (NAVAIDS), and landing systems. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. Ensures ATC equipment is ready for Federal Aviation Administration (FAA) flight inspections. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94D40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Detachment Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

The Sergeant First Class is expected to begin functioning as a member of senior level staffs and in senior leadership roles. In order to be successful they must master and demonstrate appropriate personnel and operational management skills. The Sergeant First Class can expect assignments outside their technical field such as Operations NCO at the Battalion, Brigade or Division level. NCOs at this level should always seek critical developmental positions such as Detachment Sergeant and Platoon Sergeant that will allow them to gain leadership experience.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Air Traffic Control (ATC) Equipment Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening education opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician

(CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

- (i) *Other broadening opportunities (experiences)*. Special Missions Units (SMU).
- (j) *Self-development*. DLC 1.

(2) Sergeant

(a) *Institutional training*. Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS Army, Production Control Clerk, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments*. Air Traffic Control (ATC) Equipment Repairer.

(d) *Institutional assignments*. None.

(e) *Critical leader development*. Air Traffic Control (ATC) Equipment Repairer, Squad Leader.

(f) *Broadening developmental opportunities*. Ranger Training.

(g) *Broadening education opportunities*. AA/AAS degree, fellowships with degree completion, attending other DOD leadership academies, and professional reading.

(h) *Broadening training opportunities*. CompTIA certifications, FAA Flight Inspection Course, Aircraft Electronics Technician Certification, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 2.

(3) Staff Sergeant

(a) *Institutional training*. Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS Army, Production Control Clerk.

(c) *Operational assignments*. Air Traffic Control (ATC) Equipment Repairer, ATC System Maintenance Supervisor, Team Chief.

(d) *Institutional assignments*. Instructor, Training Management NCO, Training Developer.

(e) *Critical leader development*. SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. ATC System Maintenance Supervisor, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities*. Drill Sergeant, Ranger Training, Recruiter,

(g) *Broadening education opportunities*. BA/BS degree, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities*. CompTIA certifications, FAA Flight Inspection Course, Aircraft Electronics Technician Certification, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units

(SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC3.

(4) Sergeant First Class

(a) *Institutional training*. Master Leaders Course (MLC). Completion of DLC Level 4 is a prerequisite for attendance to MLC.

(b) *Additional training*. Airborne, Air Assault, Master Fitness Trainer.

(c) *Operational assignments*. Maintenance Evaluator, Flight Inspection Technician, Air Traffic Control (ATC) Maintenance NCO, ATC System Maintenance Supervisor.

(d) *Institutional assignments*. Instructor, Maintenance Training NCO, Observer Controller-Trainer.

(e) *Critical leader development*. Detachment Sergeant, Maintenance Evaluator, ATC System Maintenance Supervisor.

(f) *Broadening developmental opportunities*. Equal Opportunity Advisor, Inspector General NCO, SHARP Coordinator, Ranger Training.

(g) *Broadening education opportunities*. BA/BS degree, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities*. Project Management Program, CompTIA certifications, FAA Flight Inspection Course, Aircraft Electronics Technician Certification, Certified Electronics Technician (CETsr), Demonstrated Master Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I and II, Contracting Officer Representative Course, Culture and Language Training, Battle Staff, strategic broadening seminars such as How The Army Runs, Joint Logistics Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 4.

Chapter 8. Military occupational specialty 94D Professional Development Model

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

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

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

Chapter 9. Military occupational specialty 94D Reserve Component

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

Chapter 10. Military occupational specialty 94E Radio Equipment Repairer

a. Major duties. The Radio Equipment Repairer performs or supervises maintenance of radio receivers, transmitters, and other associated equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. They are only located in maintenance units and leadership assignments are limited due to this being a low density MOS. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94E30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training*. Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training*. Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments*. Radio Equipment Repairer.

(d) *Institutional assignments*. None.

(e) *Critical leader development*. None.

(f) *Broadening developmental opportunities*. Ranger Training.

(g) *Broadening education opportunities*. AA/AAS degree.

(h) *Broadening training opportunities*. CompTIA Certifications, Certified Electronics Technician, ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, SOF Enabler, Special Missions Units (SMU), White House Communications Agency (WHCA).

(j) *Self-development*. DLC 1.

(2) Sergeant

(a) *Institutional training*. Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments*. Senior Radio Equipment Repairer, Electronics Technician, Radio Equipment Repairer.

(d) *Institutional assignments*. None.

(e) *Critical leader development*. Senior Radio Equipment Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) Self-development. DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) Additional training. Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Radio Equipment Repairer Supervisor, Radio Maintenance NCO, Radio & Communications Repairer, Technical Intel Analyst.

(d) *Institutional assignments.* Instructor, Training Developer, Operations Sergeant.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Radio Equipment Repair Supervisor, Shop Foreman, Section Sergeant, Team Chief.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training with Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities.* Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC3.

Chapter 11. Military occupational specialty 94E Professional Development Model

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

Chapter 12. Military Occupational Specialty 94E Reserve Component

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

Chapter 13. Military Occupational Specialty 94F Computer /Detection Systems Repairer

a. Major duties. The Computer/Detection Systems Repairer performs or supervises maintenance and repair on special electronic devices to include night vision equipment, mine detectors, scattering systems, electronic distance and azimuth orienting devices, battlefield illumination devices, electronic azimuth determining devices, and NBC warning and measuring devices. Additionally, the 94F performs maintenance and repair on microcomputers and electromechanical telecommunications terminal equipment, facsimile machines, FA digital devices, global positioning system receivers, manual and semiautomatic unit level switchboards, telephones, associated wire instruments and equipment and other associated equipment and devices. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94F30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training*. Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training*. Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments*. Computer/ Detection System Repairer.

(d) *Institutional assignments*. None.

(e) *Critical leader development*. None.

(f) *Broadening developmental opportunities*. Ranger Training.

(g) *Broadening educational opportunities*. AA/AAS degree.

(h) *Broadening training opportunities*. CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training, Nuclear, Biological, Chemical Reconnaissance Vehicle (NBC-RV) Sensor Suite Maintenance Technician (ASI F6). Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. SOF Enabler, Special Missions Units (SMU), White House Communications Agency (WHCA).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Computer/Detection System Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader developmental.* Computer/Detection System Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, Demonstrated Logistician, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training, Nuclear, Biological, Chemical Reconnaissance Vehicle (NBC-RV) Sensor Suite Maintenance Technician (ASI F6). Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Computer/ Detection System Repairer Supervisor, Electronic Maintenance NCOIC, COMSEC Repairer, and Technical Intel Analyst.

(d) *Institutional assignments.* Instructor, Training Developer.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Computer/ Detection System Repair Supervisor, Shop Foreman, Section Sergeant, Team Chief.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training, Nuclear, Biological, Chemical Reconnaissance Vehicle (NBC-RV) Sensor Suite Maintenance Technician (ASI F6). Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening assignments (experiences).* Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit

(WTU) NCO.

(j) Self-development. DLC 3.

Chapter 14. Military Occupational Specialty 94F Professional Development Model

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

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

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

Chapter 15. Military Occupational Specialty 94F Reserve Component

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

Chapter 16. Military Occupational Specialty 94H Test, Measurement, and Diagnostic Equipment Maintenance Support Specialist

a. Major duties. The TMDE maintenance support specialist performs and supervises duties involving the calibration and repair of general purpose TMDE, selected special purpose TMDE, radiation detecting, indicating, and computing (RADIAC) equipment, and calibration standards and accessories. Operates TMDE and calibration standards. Operates and performs PMCS on assigned vehicles. Operates and performs calibration and repair of general purpose TMDE calibration standards and calibration accessories at all maintenance levels; operates and performs PMCS on organization equipment such as; vehicles, power generators, and other special purpose support equipment. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611-21.

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

c. MOS 94H30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training*. Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Test, Measurement, & Diagnostic Equipment (TMDE) Specialist.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Safety Course, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Test, Measurement, & Diagnostic Equipment (TMDE) Sergeant.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* TMDE Sergeant, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Test, Measurement, & Diagnostic Equipment (TMDE) QA/QC Technical Inspector (TI), Calibration Specialist.

(d) *Institutional training.* ALC SGL, Instructor, Operations Sergeant, Training Developer.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. TMDE QA/QC TI, Team Chief, Shop Foreman, Section Sergeant.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Journeyman Certified

Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 3.

Chapter 17. Military Occupational Specialty 94H Professional Development Model

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

Chapter 18. Military Occupational Specialty 94H Reserve Component

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

Chapter 19. Military Occupational Specialty 94M Radar Repairer

a. Major duties. The Radar Repairer performs or supervises field level maintenance on sentinel and fire finder radar, electronic assemblies, and associated equipment. Troubleshoots the sentinel and fire finder radar assemblies, subassemblies, modular and circuit elements with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts of these systems. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Determines serviceability and disposition of sentinel and fire finder radar system assemblies, subassemblies, and parts. Performs initial, in-process, on-site technical and QC inspections. Prepares and maintains equipment logs, equipment modification and utilization records, exchange tags, and calibration data cards. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94M30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant’s List, Distinguished Graduate, or Lead Motivator at PME schools along with “far exceeded course standards” ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment,

which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Radar Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Radar Repairer.

(d) *Institutional assignments.* Operations Sergeant.

(e) *Critical leader development.* Radar Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional assignments.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Radar Repair Supervisor.

(d) *Institutional assignments.* Instructor, Training Developer.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Radar Repair Supervisor, Team Chief, Shop Foreman, Section Sergeant.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 3.

Chapter 20. Military Occupational Specialty 94M Professional Development Model

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

Chapter 21. Military Occupational Specialty 94M Reserve Component

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

Chapter 22. Military Occupational Specialty 94P Multiple Launch Rocket System Repairer

a. Major duties. The MLRS Repairer performs or supervises field level maintenance on Multiple Launch Rocket System (MLRS), HIMARS Self-Propelled Loader/Launcher (SPLL), launcher pod/container (LP/C) trainer, and test support group. Troubleshoots SPLL and the launcher loader module (LLM) electrical, electronic, mechanical assemblies, modules and interconnecting cables to isolate malfunctions. Replaces or repairs electrical, hydraulic and mechanical assemblies, modules, and cables determined to be faulty. Uses breakout boxes and BITE for fault isolation and verification or adjustment of electrical assemblies and modules of LLM. Repairs, replace chassis mounted components on units under test. Operates system cable tester, Performs unit maintenance on system peculiar test, training, and ancillary equipment. Assists automatic test equipment operator in fault isolating LLM electronic modules and assemblies to component level at organizational level. Prepares and maintains equipment logs, equipment modification and utilization records, exchange logs, and calibration data cards. Completes maintenance and supply forms and records. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. Staff Sergeants serving in IET Companies are provided a unique leadership opportunity as squad leaders. Below are key SQIs and ASIs; for a complete listing see DA Pam 611-21.

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

c. MOS 94P30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Multiple Launch Rocket System (MLRS) Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Multiple Launch Rocket System (MLRS) Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* Multiple Launch Rocket System (MLRS), Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics

Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, Basic Electricity and Electronics-Digital (BEE-D) Certifications, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 2.

(3) Staff Sergeant

(a) *Institutional training*. Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments*. Multiple Launch Rocket System (MLRS) Repair Foreman, Tool Control.

(d) *Institutional assignments*. Instructor, Training Developer.

(e) *Critical leader development*. SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. MLRS Repair Foreman, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities*. Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities*. BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities*. CompTIA Certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 3.

Chapter 23. Military Occupational Specialty 94P Professional Development Model

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

Chapter 24. Military Occupational Specialty 94P Reserve Component

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

Chapter 25. Military Occupational Specialty 94R Avionic and Survivability Equipment Repairer

a. Major duties. The avionics and survivability equipment repairer performs field level maintenance on avionic navigation flight control systems, stabilization systems, equipment that operates using radar principles, and aircraft survivability equipment. Soldiers use test equipment

to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94R3O progresses to MOS 94W4O upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Avionic Systems Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening education opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU).

(j) Self-development. DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC)

Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Avionic Systems Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* Avionic Systems Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger training.

(g) *Broadening education opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Avionics Systems Repair Supervisor.

(d) *Institutional assignments.* Instructor, Training Developer.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Avionics Systems Repair Supervisor, Shop Foreman, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 3.

Chapter 26. Military Occupational Specialty 94R Professional Development Model

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

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

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

Chapter 27. Military Occupational Specialty 94R Reserve Component

The duties and goals of the MOS 94R RC Soldier mirror that of the MOS 94R AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and

geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 28. Military Occupational Specialty 94S Patriot System Repairer

a. Major duties. The Patriot System Repairer performs and supervises field level maintenance on the Patriot Missile System, associated equipment, and trainers. Patriot Repairers perform field level maintenance on the Patriot Information and Coordination Central, engagement control station, radar set, Antenna Mast Group, Launching Station (LS) and Communications Relay GP. Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules, and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi-automatic programs, maintenance diagnostic software, unit self-test and BITE. Develops specialized computer software tests to suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies, subassemblies, modules, and circuit elements. Repairs unserviceable items by removing and replacing defective components. Operates and performs unit level maintenance on standard and system peculiar test equipment. Performs QC measures and serves on maintenance and inspection teams. Completes maintenance and supply forms. Provides technical assistance to supported units. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94S40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

The Sergeant First Class is expected to begin functioning as a member of senior level staffs and in senior leadership roles. In order to be successful they must master and demonstrate appropriate personnel and operational management skills. The Sergeant First Class can expect assignments outside their technical field such as Operations NCO at the Battalion, Brigade or Division level. NCOs at this level should always seek critical developmental positions such as Detachment Sergeant and Platoon Sergeant that will allow them to gain leadership experience.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and

Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Patriot System Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional assignments.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Patriot System Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* Patriot System Repairer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* IFF/ Patriot System Repairer, IFF/ Patriot Technical Inspector.

(d) *Institutional assignments.* Instructor, Operations Sergeant.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. IFF/ Patriot System Repairer, Shop Foreman, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA certifications, Journeyman Certified Electronics Technician (CET), Fiber Optics Installer Certification, Data Cabling Installer (DCI)

Certification, SEJPME I and II, Lean Six Sigma Training, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Culture and Language Training, Contracting Officer Representative Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 3.

(4) Sergeant First Class

(a) *Institutional training*. Master Leaders Course (MLC). Completion of MLC Level 4 is a prerequisite for attendance to MLC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS-Army.

(c) *Operational assignments*. Patriot Missile Maintenance NCO.

(d) *Institutional assignments*. Instructor, Training Developer.

(e) *Critical leader development*. Platoon Sergeant, Patriot Missile Maintenance NCO.

(f) *Broadening developmental opportunities*. Drill Sergeant, Equal Opportunity Advisor, Inspector General NCO, SHARP Coordinator, Ranger Training, Recruiter.

(g) *Broadening education opportunities*. BA/BS degree, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities*. Project Management Program, CompTIA Certifications, Certified Electronics Technician (CETsr), Demonstrated Master Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I and II, Contracting Officer Representative Course, Culture and Language Training, Battle Staff, strategic broadening seminars such as How The Army Runs, Joint Logistics Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 4.

Chapter 29. Military Occupational Specialty 94S Professional Development Model

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

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

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

Chapter 30. Military Occupational Specialty 94S Reserve Component

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

Chapter 31. Military Occupational Specialty 94T Avenger System Repairer

a. Major duties. The Avenger System Repairer performs and supervises field level maintenance on Avenger System (less carrier and communications), Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and associated components. The Avenger Repairer performs QC measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests, and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic

assemblies, modules, and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of assemblies, subassemblies, and parts. Removes and installs Servomotor/ Azimuth Gear Assembly. They are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94T30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Culture and Language Training, Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Short Range Air Defense System Repairer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material

(HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Maintenance Supervisor.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* Maintenance Supervisor, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 2.

(3) Staff Sergeant

(a) *Institutional training.* Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS-Army.

(c) *Operational assignments.* Section Chief.

(d) *Institutional assignments.* Instructor, Training Developer.

(e) *Critical leader development.* SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Section Chief, Shop Foreman, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening education opportunities.* BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development.* DLC 3.

Chapter 32. Military Occupational Specialty 94T Professional Development Model

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

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

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

Chapter 33. Military Occupational Specialty 94T Reserve Component

The duties and goals of the MOS 94T RC Soldier mirror that of the MOS 94T AC Soldier. The RC Soldiers should strive for the same types of assignments and professional development as the AC. However, both unit structure (for example, positions being filled by AGR personnel) and

geographic distribution may limit the RC Soldier's range of possible assignments and require Soldiers to either reclassify their MOS or change units to maintain career progression.

Chapter 34. Military Occupational Specialty 94W Electronic Maintenance Supervisor

a. Major duties. The Electronic Maintenance Supervisor supervises, monitors, and directs the electronic maintenance mission of the US Army. The Electronic Maintenance Supervisor performs or supervises field level maintenance on all Army standard electronic equipment, systems, and associated devices. Ensures regulatory compliance with DOD and national level directives governing IA policies and procedures. Manages a variety of maintenance facilities to include Area TMDE Support Teams and facilities. Ensures proper accountability of all COMSEC/CCI equipment and complies with Army and National Security Agency specifications and policies throughout the repair processes. Supervises and coordinates support maintenance on Tubular-Launched, Optically Tracked, Wire Guided Missile (TOW), Dragon, Improved Target Acquisition System, Bradley Fighting Vehicle System (BFVS), TOW Field test Set (TFTS), Javelin, Multiple Launch Rocket System (MLRS), HIMARS, Avenger, Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and Slew-to-Cue (STC) missile systems. This MOS is comprised of nine feeder MOS's. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94W40 progresses to MOS 94Z50 upon promotion to Master Sergeant.

d. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

The Sergeant First Class is expected to begin functioning as a member of senior level staffs and in senior leadership roles. In order to be successful they must master and demonstrate appropriate personnel and operational management skills. The Sergeant First Class can expect assignments outside their technical field such as Operations NCO at the Battalion, Brigade or Division level. NCOs at this level should always seek critical developmental positions such as Detachment Sergeant and Platoon Sergeant that will allow them to gain leadership experience. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or not traditional to their specific MOS. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS.

(1) Sergeant First Class

(a) *Institutional training.* Master Leaders Course (MLC). DLC 4 is prerequisite for attendance to MLC is required for promotion to Master Sergeant.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments.* Electronics Maintenance Supervisor, Electronics Maintenance Chief, Electronics Maintenance Staff NCO, Electronics Maintenance QA/QC TI, Technical Maintenance Staff NCO, Platoon Sergeant.

(d) *Institutional assignments.* Training Developer, Senior Instructor, Instructor, Operations NCO, SLC SGL, ALC SGL, Senior Training Management NCO, Senior Course Management NCO, Operations NCO, FABN MLRS Repair OC/T, Training Management NCO (S&F), OPS Training NCO.

(e) *Critical leader development.* Platoon Sergeant, Electronics Maintenance Supervisor, Electronics Maintenance Chief.

(f) *Broadening developmental opportunities.* Career Management NCO, Talent Management NCO, Drill Sergeant, Equal Opportunity Advisor, Inspector General NCO, SHARP Coordinator, Ranger Training, Recruiter.

(g) *Broadening educational opportunities.* BS/BA, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* Project Management Program, CompTIA Certifications, Certified Electronics Technician (CETsr), Demonstrated Master Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I and II, Contracting Officer Representative Course, Culture and Language Training, Battle Staff, strategic broadening seminars such as How The Army Runs, Joint Logistics Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, White House Communications Agency (WHCA), Secret Service Communications Support, Special Missions Unit (SMU), SOF Enabler, Warrior Transition Unit (WTU) NCO.

(j) Self-development. DLC 4.

Chapter 35. Military Occupational Specialty 94W Professional Development Model

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

Chapter 36. Military Occupational Specialty 94W Reserve Component

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

Chapter 37. Military Occupational Specialty 94Y Integrated Family of Test Equipment Operator and Maintainer

a. Major duties. The Automatic Test Systems Operator and Maintainer perform and supervise field level maintenance on the Base Shop Test Facility and AN/TSM–191. Performs field level electronic maintenance, adjustments, tests, fault isolation, and repairs of supported system LRUs, shop replaceable units (SRU) and TPS. Operates and performs PMCS on assigned vehicles and power generators. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. MOS 94Y30 progresses to MOS 94W40 upon promotion to Sergeant First Class.

Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant’s List, Distinguished Graduate, or Lead Motivator at PME schools along with “far exceeded course standards” ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as

Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional.

(1) Private, Specialist/Corporal

(a) *Institutional training.* Basic Leader Course (BLC). Completion of DLC 1 is a prerequisite for attendance to BLC.

(b) *Additional training.* Airborne, Air Assault, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Automatic Test Systems Operator and Maintainer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* None.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), US Military Apprenticeship Program (USMAP), Culture and Language Training. Soldiers should also strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Special Missions Units (SMU).

(j) *Self-development.* DLC 1.

(2) Sergeant

(a) *Institutional training.* Advanced Leaders Course (ALC). Completion of DLC 2 is a prerequisite for attendance to ALC.

(b) *Additional training.* Airborne, Air Assault, ARIMS, GCSS Army, Hazardous Material (HAZMAT), Modern Army Combatives Program (MACP), Tactical Combat Casualty Care (TCCC) Combat Lifesavers Course (CLS).

(c) *Operational assignments.* Automatic Test Systems Operator/Maintainer.

(d) *Institutional assignments.* None.

(e) *Critical leader development.* Automatic Test Systems Operator/Maintainer, Squad Leader, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities.* Ranger Training.

(g) *Broadening educational opportunities.* AA/AAS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* CompTIA Certifications, Certified Electronics Technician-Associate (CETa), ETA Fiber Optics and Data Cabling Certifications, Basic Electricity and Electronics-Digital (BEE-D) Certifications, RADAR Electronics Technician (RAD), Demonstrated Logistician, US Military Apprenticeship Program (USMAP), SEJPME I, Lean Six Sigma Training, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).* Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 2.

(3) Staff Sergeant

(a) *Institutional training*. Senior Leader Course (SLC). Completion of DLC Level 3 is a prerequisite for attendance to SLC.

(b) *Additional training*. Airborne, Air Assault, ARIMS, GCSS Army.

(c) *Operational assignments*. None.

(d) *Institutional assignments*. Instructor, Training Developer.

(e) *Critical leader development*. SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade. Shop Foreman, Team Chief, Section Sergeant.

(f) *Broadening developmental opportunities*. Drill Sergeant, Recruiter, Ranger Training.

(g) *Broadening educational opportunities*. BA/BS degree, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities*. CompTIA Certifications, Journeyman Certified Electronics Technician (CET), ETA Fiber Optics and Data Cabling Certifications, RADAR Electronics Technician (RAD), Demonstrated Senior Logistician, US Military Apprenticeship Program (USMAP), Training With Industry (TWI), SEJPME I and II, Lean Six Sigma Training, Certified Manager Certification, Project Management Program, Support Operations Course Phase I, Contracting Officer Representative Course, Culture and Language Training. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences)*. Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO.

(j) *Self-development*. DLC 3.

Chapter 38. Military Occupational Specialty 94Y Professional Development Model

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

Chapter 39. Military Occupational Specialty 94Y Reserve Component

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

Chapter 40. Military Occupational Specialty 94Z Senior Electronic Maintenance Supervisor

a. Major duties. Master Sergeant and First Sergeant. The Senior Electronic Maintenance Supervisor provides technical guidance to junior grade personnel in the accomplishment of their duties. Plans, coordinates, and supervises activities pertaining to training and technical operation of unit to which assigned. Interprets and supervises execution of policies and SOP, develops and reviews correspondence relating to support activities. Acts as a liaison to supported staff and commands. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

Sergeant Major. The Senior Electronic Maintenance Supervisor plans and directs electronic maintenance operations at all levels of command and echelons of the Army. Performs electronic maintenance staff functions. Provides technical advice to commanders and staff concerning Army electronic maintenance and electronic logistic support matters. Writes directives, policies and

procedures which establish Army electronic maintenance requirements. Serves as Staff SNCO in the U. S. Army Ordnance School. For a complete listing of SQIs and ASIs, see Smartbook DA PAM 611-21 on MilSuite and refer to <https://www.milsuite.mil/book/docs/DOC-155143>.

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

c. Goals for development. NCOERs that clearly articulate superior performance, technical prowess, and ability to build effective teams are considered as highly favorable. Strive to achieve honors such as Commandant's List, Distinguished Graduate, or Lead Motivator at PME schools along with "far exceeded course standards" ratings on academic evaluations as this could be a significant promotion factor. NCOs should always seek critical developmental positions such as Squad Leader, Team Chief, Section Leader, or Platoon Sergeant that will allow them to gain leadership experience. Many of the 94 CMF MOSs are only located in maintenance particular units and leadership assignments are limited due to this being a low density MOS. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level, and/or those not traditional to their specific MOS. There is not a requirement for Soldiers to earn a degree or obtain technical certifications, however, Soldiers employ and operate extremely complex technical equipment, in order to engage the enemy, while operating in a full spectrum environment. Based on this requirement, it is highly encouraged for all Soldiers to pursue college education or technical certificates to better prepare them for the modern battlefield environment, which requires an educated force. It is highly encouraged to pursue education through military courses and civilian educational opportunities. A trade certification and credentialing in lieu of a college degree still identifies superior quality as an Ordnance Corps professional. The focus during this phase of the Soldier's career is centered on continued development and refinement of their leadership skills and technical expertise. The Master Sergeant serves as the principal NCO of staff elements at battalion level and above and may perform the important duties of 1SG upon lateral appointment. Regardless of position, NCOs will be performing complex leadership functions, Battle Staff functions and decision-making processes at the senior and command levels. As always, NCOs should step forward and seize each opportunity for increased responsibility to ensure competitiveness in career progression. Chances for promotion to SGM are greatly increased with 24 months of being assigned as a First Sergeant. NCOs should demonstrate career flexibility as shown by serving in positions at or above present grade level and/or not traditional to their specific MOS.

(1) Master Sergeant/First Sergeant

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

(b) *Additional training.* Airborne, Air Assault.

(c) *Operational assignments.* Senior Electronic Maintenance Supervisor, Electronic Maintenance QA/QC Technical Inspector (TI), Maintenance Control Sergeant, Maintenance Control Sergeant, Maintenance Staff NCO, Missile Maintenance NCO, Patriot System Evaluator, Senior Flight Inspection Technician.

(d) *Institutional assignments.* Senior Instructor, Chief Instructor, Training Developer, Combat Developer.

(e) *Critical leader development.* First Sergeant, Operations Sergeant.

(f) *Broadening developmental opportunities.* Brigade SARC, Senior Career Management NCO, EOA.

(g) *Broadening educational opportunities.* MA/MS, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* Project Management Program, CompTIA Certifications, SEJPME II, Lean Six Sigma Training, Certified Electronics Technician (CETms), Demonstrated Master Logistician, US Military Apprenticeship Program (USMAP), Battle Staff, strategic broadening seminars such as How The Army Runs, Certified Manager Certification, Project

Management Program, Support Operations Course Phase I and II, Culture and Language Training, Contracting Officer Representative Course, Joint Logistics Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities.* Defense Attaché, White House Communications Agency (WHCA), Special Mission Unit (SMU).

(j) *Self-development.* DLC 5.

(2) Sergeant Major/Command Sergeant Major

(a) *Institutional training.* Sergeants Major Course

(b) *Additional training.* Pre-Command Course.

(c) *Operational assignments.* System Manager, Sergeant Major, Depot Sergeant Major.

(d) *Institutional assignments.* Senior Capabilities Developer/ Doctrine NCO, Instructor.

(e) *Critical leader development.* CSM.

(f) *Broadening developmental opportunities.* None.

(g) *Broadening educational opportunities.* MA/MS degree, fellowships with degree completion, attending other DOD leadership academies, professional reading.

(h) *Broadening training opportunities.* Project Management Program, CompTIA Certifications, SEJPME II, Lean Six Sigma Training, Demonstrated Master Logistician, US Military Apprenticeship Program (USMAP), Battle Staff, strategic broadening seminars such as How The Army Runs, Certified Manager Certification, Project Management Program, Support Operations Course Phase I and II, Culture and Language Training, Contracting Officer Representative Course, Joint Logistics Course. Soldiers should strive to master the skills necessary to obtain certifications listed by MOS on the Army COOL website.

(i) *Other broadening opportunities (experiences).*

(j) *Self-development.* DLC 6.

Chapter 41. Military Occupational Specialty 94Z Professional Development Model

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

Chapter 42. Military Occupational Specialty 94Z Reserve Component

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