

Ammunition (Career Management Field 89) Career Progression Plan

Chapter 1. Duties

The primary duty of the Ammunition Career Management Field (CMF) is to direct the integration of planning by utilizing their skills, knowledge, experience, creativity, and judgement for all ammunition focused operations. Ammunition Soldiers handle, store, and conduct demilitarization of all US and foreign ordnance items. Munitions operations are a function of the Ordnance Corps, executed under the logistics element of the sustainment warfighting function. Additionally, Ordnance Corps Soldiers advise on protection matters related to ordnance hazards. CMF 89 is comprised of three military occupational specialties: 89A, 89B, and 89D. MOS 89A, Stock Control and Accounting Specialist, operates the Ammunition Sustainment Information System of Record and/or manual records to perform stock control and accounting procedures and Material Management Procedures. MOS 89B, Ammunition Specialists, are used in ammunition support functions in units Army-wide. Soldiers provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed. Duties involve providing logistical support in the brigade support battalion and ammunition supply point (ASP). Assists in the survey and layout of areas allocated for the establishment of ammunition storage. MOS 89D, Explosive Ordnance Disposal (EOD) Specialists, locate, identify, render safe, and dispose of foreign and domestic conventional, biological, chemical, nuclear ordnance, improvised explosive devices (IED); weapons of mass destruction (WMD) and large vehicle borne improvised explosive devices (LVBIED); conduct intelligence gathering operations of first seen foreign ordnance; support VIP missions for the U.S. Secret Service, State Department and other Federal agencies.

Chapter 2. Transformation

a. Ammunition Soldiers handle, store, and conduct demilitarization of all US and foreign ordnance items. Munitions operations are a function of the Ordnance Corps, executed under the logistics element of the sustainment warfighting function. Additionally, Ordnance Corps Soldiers advise on protection matters related to ordnance hazards. To accomplish this, 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 and lead 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. MOS 89A/B have faced challenges in keeping their job skills proficient with our ammunition professionals not assigned to Ammunition Supply Points. The addition of the Modular Ammunition Transfer Point (MATP) that will give the Brigade Commanders the ability to echelon ammunition transfer points within the brigade, improve upon the effectiveness and efficiency, and mitigate Class V capacity gaps. In addition, the initiative for the depot to tactical will assist our ammunition professionals with keeping their technical skills proficient by our 89As employing the SAAS to manage ammunition while our 89B's conducting receipts, issues, turn-ins, field maintenance, and working alongside with our Quality Assurance Specialist Ammunition Surveillance as we prepare for large scale combat operations.

c. MOS 89D is in the process of adjusting the Grade Cap Distribution Matrix (GCDM) to be billeted for Skill Level 2 and above. This should be in effect by Fiscal Year 2024. Additionally, MOS 89D is growing to include the third team member simultaneously. This will assist in solving the historic manning issues brought about by the imbalanced GCDM of the past and allow to better fill the Staff Sergeant (Team Leader) population of the future.

d. Assignment Satisfaction Key-Enlisted Marketplace (ASK-EM) is a platform emplaced to allow the Army to 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.

e. Project Athena is a leader development program designed to inform and motivate leaders to embrace personal and professional self-improvement. 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. Process is to guide a leader through the creation of an IDP, but to do so without "telling the leader what to do."

f. Development of a Multi-Functional Logistician capability across the senior NCO levels of the Ordnance Corps creates a broadening experience and increases the ability to serve at the Nominative levels. Senior NCOs who serve in roles outside their respective CMF's in a sustainment and/or Joint capacity further this effort and provide critical experiences throughout the Ordnance Corps.

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.

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) The focus during the early years of a Soldier's career should be on building a strong base of technical expertise in ammunition operations, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments such as an ammunition specialists. Opportunities to display leadership skills, initiative and motivation should be capitalized upon.

(3) Soldiers should study the following military publications: STP 21-2 Soldiers Manual of Common Tasks, Warrior Skills Level 1; AR 670-1 Wear and Appearance of Army Uniforms and Insignia; FM 7-22 Holistic Health and Fitness; and -10 level maintenance manuals associated with assigned 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.

(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 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. 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 apprenticeship 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, senior and master level certifications, Department of Labor Certifications USMAP, Basic Electricity and Electronics, and Associate Safety Professional.

(9) 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 Soldier and Leader. All Soldiers are required to participate in DLC. It is a pre-requisite for attending NCOPDS courses, and will affect future promotions. DLC 1 prepares Soldiers for the Basic Leaders Course (BLC). Soldiers must be a graduate of Initial Military Training (IMT) and have been promoted to SPC for enrollment into DLC 1. DLC 1 tasks are focused primarily at the team and squad levels. DLC focuses on the common leader and tactical skill sets. Completion of DLC Level 1 is a prerequisite for attendance at BLC. Priority goes to SGT and SPC (P) who have not yet attended. Effective January 1, 2016, promotion to SGT requires Soldiers to complete BLC before pinning on the rank of SGT. Scheduling for BLC is done at installation level except for USAR-AGR Soldiers.

(10) Soldiers and NCOs should further distinguish themselves by participating in self-development competitions such as Expert Soldier Competition, Army Best Warrior Competition, and Soldier/NCO of the Quarter/Year boards.

(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.

(2) Sergeants should become familiar with the following publications: TC 7-22.7 Noncommissioned Officer Guide; STP 21-24 Soldier's Manual of Common Tasks, Warrior Leader Skills Level 2, 3, and 4; Soldier's Training Manual; ADP 1 The Army; ADP 3-0 Operations; ADP 6-22 Army Leadership and the Profession; ADP 7-0 Training; ATP 6-22.1 The Counseling Process; ATP 6-22.5 A Leaders Guide to Soldier Health and Fitness; FM 6-22 Leader Development; FM 7-22 Holistic Health and Fitness; ATP 7-22.02 Holistic Health and Fitness Drills and Exercises; FM 4-30 Ordnance Operations; all -10 level maintenance manuals associated with their equipment; and Warrior Tasks and Battle Drills associated with their current assignment.

(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 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 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 vested 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 Distinguished Honor Graduate for NCOAs, exceeding course standards for PME and NCO of the Quarter and/or Year.

(8) 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 Soldier and Leader. All Soldiers are required to participate in DLC. It will also be a pre-requisite for attending NCOPDS courses, and will affect future promotions. Enrollments are HQDA select. The DLC 2 focuses on preparing unit and subordinate elements for peace, wartime missions, and contingencies. Completion of DLC Level 2 is a prerequisite for attendance at ALC. Priority goes to SSG and SGT (P) who have not yet attended. Effective January 1, 2016, promotion to SSG requires Soldiers to complete ALC before pinning on the rank of SSG. Military Schools Branch is responsible for scheduling ALC.

(9) To be successful, the 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.

(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), Supply Chain Management, Hazardous Materials Practitioner, and Certified Safety Professional.

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

(12) NCOs should further distinguish themselves by participating in self-development competitions such as Expert Soldier Competition, Army Best Warrior Competition, and Soldier/NCO of the Quarter/Year boards.

(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.

(2) Staff Sergeant's should gain understanding of the following publications: ADP 3-90 Offense and Defense; ADP 4-0 Sustainment; ATP 4-35 Munitions Operations and Distribution Techniques; ATP 4-35.1 Ammunition and Explosives Handler Safety Techniques; DA PAM 700-16 The Army Ammunition Management System; DA PAM 350-38 Standards in Weapons Training; ATP 7-22.01 Holistic Health and Fitness Testing; TC 7-22.7 The Noncommissioned Officers Guide; all -10/20 level maintenance manuals associated with their equipment; and Warrior Tasks and Battle Drills associated with their current assignment.

(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 Staff 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 Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, the Master Recruiter Badge, and senior or master instructor.

(7) 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 Warrior and a Warrior Leader. All Soldiers are required to participate in DLC. It will also be a pre-requisite for attending NCOPDS courses, and will affect future promotions. DLC 3 focuses on tasks at the platoon level and prepares Sergeant through Sergeant First Class for SLC. 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. Completion of DLC Level 3 is a prerequisite for attendance at SLC. Priority goes to SFC and SSG (P) who have not yet attended. Effective January 1, 2016, promotion to SFC requires Soldiers to complete SLC before pinning on the rank of SFC. Military Schools Branch is responsible for scheduling SLC.

(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 rely 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, journeyman certifications, apprenticeship, Department of Labor

Certifications (USMAP), Dangerous Good Professional, Hazardous Materials Manager, and Logistics, Transportations and Distribution.

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

(11) Soldiers and NCOs should further distinguish themselves by participating in self-development competitions such as Expert Soldier Competition, Army Best Warrior Competition, and Soldier/NCO of the Quarter/Year boards.

(12) 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, college courses, certification and credentialing, help the Senior NCO 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.

(2) All Sergeants First Class should gain understand of the following publications: ADP 5-0 The Operations Process; ADP 6-0 Mission Command; FM 7-0 Training; ADRP 1-03 Universal Task List; AR 350-1 Army Training and Leader Development; AR 750-1 Army Materiel Maintenance Policy; ATP 6-0.5 Command Post Organization and Operations; AMC 350-4 Training and Certification Program for Personnel Working in Ammunition Operations; FM 4-95 Logistics Operations; all doctrinal updates that affect the readiness of the Army.

(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. 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 and/ or equivalent credential and continue studies towards an upper level degree and/ or certification. 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, 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 Distinguished Honor Graduate for

NCOAs, exceeding course standards for PME, the Master Recruiter Badge, and senior or master instructor.

(7) NCO of the Quarter and/or Year Boards and the Sergeant Audie Murphy, and/or Sergeant Morales Clubs broaden the knowledge base, instill discipline and may improve an NCO's verbal communication abilities.

(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. 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 will also be a pre-requisite for attending NCOPDS courses, and will affect future promotions. DLC 4 focuses on tasks at the BN level and prepares Staff Sergeants through CSM for attendance at the SMC. Soldiers may start DLC 4 upon completing the SLC. The USASMA recommends completing DLC 4 prior to assuming duties as First Sergeant. Graduates of the SLC are automatically enrolled. Completion of DLC Level 3 is a prerequisite for attendance at SLC. Priority goes to SFC and SSG (P) who have not yet attended. SFC requires Soldiers to complete SLC before pinning on the rank of SFC.

(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 rely 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, journeyman certifications, apprenticeship, and Department of Labor Certifications (USMAP).

(11) 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.

(12) 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.

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

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

(15) 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/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 or senior staff member. 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), Chief Ammunition 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 experience.

(2) Activities like professional reading, college courses, certification and credentialing, help the Senior NCO 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 promotional purposes. 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: AR 601-280 Army Retention Program; AR 600-20 Army Command Policy; DA Pam 611-21 Military Occupational Classification and Structure; FM 7-0 Training; AR 220-1 Army Unit Status Reporting and Force Registration. 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 and First Sergeants should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These leaders should continue to pursue functional course offered from various sources that will enhance their understanding of how the Army runs in order to influence and improve the Army's systems and contribute to the success of their organizations.

(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) Additional career enhancement may be gained by continuing to pursue technical certification listed by MOS on the COOL Web site.

(7) Individual and unit awards show a commitment to excellence and a desire to succeed. Awards and achievements include the Master Recruiter Badge, and 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 Warrior 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) Master Sergeants and First Sergeants should enroll in the Senior Enlisted Joint Professional Military Education (SEJPME) I and/or II course and complete within the allotted time through the JKO website.

(10) 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.

(11) 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.

(12) Physical fitness is one of the cornerstones of 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/Command Sergeant Major

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

(2) The Sergeant Major and Command Sergeant Major should read publications on their chains of command professional reading list. Continued reading about world politics, geopolitical 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), and the U.S. Army Ordnance Corps websites provide resources in continued education, leadership and technical proficiency.

(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. Sergeant Major through CSM is 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.

Chapter 4. Military Occupational Specialty 89A Ammunition Stock Control and Accounting Specialist

a. Major duties. The ammunition stock control and accounting specialist operates the Standard Ammunition and Accounting System (SAAS) computer hardware and software/utilities manual records to perform stock control and accounting procedures.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Ordnance School Ft. Lee VA 23801.

c. MOS 89A20 progresses to MOS 89B30 upon promotion to Staff Sergeant.

d. Goals for development

(1) Private, Specialist and Corporal.

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Additional training.* Basic Airborne Course, Air Assault, Tactical Combat Casualty Care (TC3), Total Army Management Information System (TAMIS), Global Combat Support System-Army (GCSS-Army), Basic Combatives, and Standard Army Ammunition System (SAAS).

(c) *Operational assignments.* Ammunition Stock Control/Accounting Specialist.

(d) *Institutional assignments.* None.

(e) *Critical and developmental billets and assignments.* None.

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* Begin civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* None.

(j) *Self-development.* Distributed Leader Course I; Army Skillsoft (SKILLPORT), and Credential through COOL website.

(2). Sergeant.

(a) *Institutional training.* Advanced leader Course (ALC).

(b) *Additional training.* Ranger, Basic Airborne Course, Air Assault, Technical Transportation of Hazardous Materials, Tactical Combat Casualty Care (TC3), and Basic and Tactical Combatives.

(c) *Operational assignments.* Ammunition Stock Controller/Accounting Sergeant.

(d) *Institutional assignments.* None.

(e) *Critical and developmental billets and assignments.* None.

(f) *Broadening developmental opportunities.* Recruiter.

(g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* None.

(j) *Self-development.* Distributed Leader Course II.

Chapter 5. Military occupational specialty 89A professional development model

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

Chapter 6. Military occupational specialty 89A Reserve Component

The duties and goals of the MOS 89A RC Soldier should achieve potential of a MOS 89A RA Soldier. RC Soldiers should strive for the same types of assignments and PD. 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. MOS 89B Ammunition Specialist

a. Major duties. The ammunition specialist receives, stores, and issues conventional ammunition, guided missiles, large rockets and other ammunition related items. Capabilities include Ammunition Transfer and Holding Point (ATHP) and Modular Ammunition Transfer Point (MATP) operations and enforces explosives safety, fire protection and munitions maintenance. Supervises and provides technical guidance to Soldiers in the accomplishment of their duties. Supervises and manages the Ammunition Sustainment Information System of Record at appropriate levels. Utilizes the Total Ammunition Management Information System (TAMIS) at company, battalion, brigade and higher elements to coordinate logistics assets, build, prioritize, sub- authorize, approve and or validate munitions; assists in the survey and layout of areas allocated for the establishment of ammunition storage areas determining explosive safety requirements and transportation/storage compatibility. Plans requirements for labor, equipment and supplies in preparation and application of plans, work policies and procedures. Calculates requirements using Standards in Training Commission (STRAC) for training. Works closely with the Logistics Readiness Center (LRC) and DOD Civilians for Ammunition Supply Point (ASP) operations.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Ordnance School Ft. Lee VA 23801.

c. Goals for development

(1). Private, Specialist and Corporal.

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Additional training.* Basic Airborne Course, Air Assault, Tactical Combat Casualty Care (TC3), TAMIS, Material Handling (Forklift), HAZMAT Familiarization, and Basic Combatives.

(c) *Operational assignments.* Ammunition Specialist and Rough Terrain Container Holder (R1)

(d) *Institutional assignments.* None.

(e) *Critical and developmental billets and assignments.* None.

(f) *Broadening developmental opportunities.* None.

(g) *Broadening education opportunities.* Begin civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* Special Missions Unit.

(j) *Self-development.* Distributed Leader Course (DLC) I.

(2). Sergeant.

(a) *Institutional training.* Advanced Leader Course (ALC).

(b) *Additional training.* Ranger, Basic Airborne Course, Air Assault, Tactical Combat Casualty Care (TC3), Technical Transportation of Hazardous Materials, Munitions History Program (MHP), Total Management Information System (TAMIS), Basic and Tactical Combatives, and Applied Suicide Intervention Trainer (ASIST).

(c) *Operational assignments.* Ammunition SGT, Assistant Section Chief.

(d) *Institutional assignments.* Ammunition NCO and Training Management SGT.

- (e) *Critical and developmental billets and assignments.* Ammunition SGT
- (f) *Broadening developmental opportunities.* Drill Sergeant, Recruiter.
- (g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.
- (h) *Broadening training opportunities.* None.
- (i) *Other broadening opportunities.* Special Missions Unit and Old Guard.
- (j) *Self-development.* Distributed Leader Course II.
- (3). Staff Sergeant.
- (a) *Institutional training.* Senior Leader Course (SLC).
- (b) *Additional training.* Ranger, Basic Airborne Course, Air Assault, Tactical Combat Casualty Care (TC3), Tactical and Master Combatives, TAMIS, Technical Transportation of Hazardous Materials and Packing of Hazardous Materiel Transportation.
- (c) *Operational assignments.* Ammunition Inspector, Ammunition Supply SGT, Operations SGT, Section Chief.
- (d) *Institutional assignments.* Instructor, ALC Instructor, ALC Small Group Leader, Training Developer, Drill Sergeant, Recruiter
- (e) *Critical and developmental billets assignments.* Ammunition Inspector, Section Chief,
- (f) *Broadening developmental opportunities.* Security Force Assistance Brigade (SFAB) and Old Guard.
- (g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.
- (h) *Broadening training opportunities.* None.
- (i) *Other broadening opportunities.* None.
- (j) *Self-development.* Distributed Leader Course III.
- (4). Sergeant First Class.
- (a) *Institutional training.* Master Leader Course (MLC).
- (b) *Additional training.* Basic Airborne Course, Air Assault, Jumpmaster, Master Fitness, Battle Staff NCO Course, Technical Transportation of Hazardous Materials, Safety Officer Course, Master Combatives, QA/QC, Lean Six Sigma, Support Operations Phase II, Observer Controller Course, Logistics Management Development Course, Contracting Officer Representative, Pathfinder.
- (c) *Operational assignments.* Platoon Sergeant, Detachment Sergeant, Ammunition Logistics SGT, Ammunition NCOIC, Ammunition Senior Inspector, Senior Ammunition NCO, Operations SGT.
- (d) *Institutional assignments.* Talent Management NCO, Career Management NCO (Proponent), Senior Drill Sergeant, Recruiter, Senior Instructor/Writer, Ammo LOG SGT, Training Ammo MGT NCO, SR Training Management NCO, Training Developer, SLC SGL, Ammo NCO OC/T, ASP OPNS NCO OC
- (e) *Critical and Developmental assignments.* Ammunition Logistics Sergeant, Platoon Sergeant, Operations Sergeant.
- (f) *Broadening developmental opportunities.* Security Force Assistance Brigade (SFAB), Sexual Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), and Old Guard.
- (g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.
- (h) *Broadening training opportunities.* None.
- (i) *Other broadening opportunities.* None.
- (j) *Self-development.* Distributed Leader Course IV.
- (5). Master Sergeant/First Sergeant.
- (a) *Institutional training.* Sergeant Major Course (SMC).

(b) *Additional training.* Basic Airborne Course, Air Assault, Battle Staff NCO Course, Environmental Compliance Officer's Course, Operational Contract Support Course, Jumpmaster, Joint Logistics Course and Lean Six Sigma Green Belt/Black Belt.

(c) *Operational assignments.* Chief Ammunition NCO, First Sergeant, Operations Sergeant

(d) *Institutional assignments.* Chief Muniton Division NCO, Chief Curriculum Development NCO, Senior Capabilities Developer NCO, Ammo Logistics Senior

(e) *Broadening assignments.* Equal Opportunity Advisor, Inspector General

(f) *Critical and developmental assignments.* Chief Ammunition NCO, Operations Sergeant, First Sergeant.

(g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities.* None.

(j) *Self-development.* Distributed Leader Course V.

(6). Sergeant Major/Command Sergeant Major

(a) *Institutional training.* Nominative Leader Course (NLC).

(b) *Additional training.* Battalion and Brigade Pre-Command Course, Keystone Course, Sustainment Pre-Command, Army Senior Leader Course, Operational Contracting Support, Lean Six Sigma; SHARP; EEO.

(c) *Operational assignments.* Operations Sergeant Major,

(d) *Institutional assignments.* Instructor/Writer United States Sergeants Major Academy, Munitions & EOD Training Department SGM, Training BDE Command Sergeant Major.

(e) *Critical and developmental assignments.* Chief Training Instructor; Developer/Writer; Support Operations SGM; Training Department SGM; Chief Enlisted Career Manager

(f) *Broadening developmental opportunities.* Multi-functional Logistician positions (SPO SGM).

(g) *Broadening education opportunities.* Continue higher education or credentialing program through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities.* None.

(j) *Self-development.* Distributed Leader Course VI.

Chapter 8. Military occupational specialty 89B professional development model

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

Chapter 9. Military occupational specialty 89B Reserve Component

The duties and goals of the MOS 89B RC should achieve potential of a MOS 89B AC Soldier. RC Soldiers should strive for the same types of assignments and PD. 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 10. MOS 89D Explosive Ordnance Disposal (EOD) Specialist

a. *Major duties.* EOD Specialists locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, or nuclear ordnance and IED; WMD and large vehicle borne IED; conduct intelligence gathering operations of first seen foreign ordnance. Responsible for maintaining continuity of all unit operations and movements. Supervises coordination and deployment of EOD response teams over a

wide geographical area. Supervises establishment and maintenance of situation maps, journals and technical intelligence reports. Technical advisor at staff levels. Supervises CONUS operations that support VIP missions for the U.S. Secret Service, State Department and other Federal agencies. Implement orders, policies and procedures. Performs personnel management operations at BDE/BN level for assigned personnel.

b. Prerequisites. See DA Pam 611–21 in the HRC Smartbook for details. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Ordnance School Ft. Lee VA 23801.

c. Goals for development.

(1). Private, Specialist and Corporal.

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Additional training.* Ammo-62, Homemade Explosives Training, Technical Tactical EOD Course (TTEC), Tactical Combat Casualty Care (TC3), Basic Combatives, Basic Airborne Course, Air Assault School.

(c) *Operational assignments.* EOD Specialist.

(d) *Institutional Assignments.* None.

(e) *Critical and developmental billets and assignments.* None.

(f) *Broadening developmental opportunities.* None.

(g) *Broadening education opportunities.* Begin civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* EOD Team of the Year, Raven's Challenge Exercise.

(j) *Self-development.* Distributed Leaders Course I, Ammunition Handlers Course, Class V Issue and Turn-In Procedures for Using Units. Begin civilian education through Army IgnitEd and/or Credentialing Assistance (CA) Program.

(2). Sergeant.

(a) *Institutional training.* Advanced Leader Course (ALC).

(b) *Additional training.* EOD Sergeants are expected to strive to attend at least one of the following advanced skills training courses while assigned as an EOD Sergeant; Ammo-62, Homemade Explosives Training, Advanced Improvised Explosive Devices Disposal (AIEDDs), Joint Nuclear EOD Course, Advanced Diagnostic Training-2, Basic and Tactical Combatives, Basic Airborne Course, Air Assault School, and Tactical Combat Casualty Care (TC3).

(c) *Institutional assignments.* Range Maintenance NCO.

(d) *Operational assignments.* EOD Sergeant, Explosive Hazard Advisor, and WMD NCO.

(e) *Critical and developmental billets and assignments.* None.

(f) *Broadening developmental opportunities.* Explosive Hazard Advisor.

(g) *Broadening education opportunities.* Continue civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* Airborne assignments, WMD assignments, SFAB, EOD Team of the Year, and Raven's Challenge Exercise.

(j) *Self-development.* Distributed Leader Course II.

(3). Staff Sergeant.

(a) *Institutional training.* Senior Leader Course (SLC).

(b) *Operational assignments.* Team Leader, WMD Team Leader, WMD NCO, Explosive Hazards Advisor (SFAB).

(c) *Additional training.* EOD Staff Sergeants are expected to have attend at least one or more of the following advanced skills training courses by this point in their EOD career; Advanced Homemade Explosives Training, TTEC, Advanced Improvised Explosive Devices

Disposal (AIEDD), Joint Nuclear EOD Course, Advanced Diagnostic Training-2, Tactical and Master Combatives, Basic Airborne Course, Jump Master Course, Air Assault School, Tactical Combat Casualty Care (TC3), Senior Enlisted Joint PME I.

(d) *Institutional assignments.* Instructor, Drill Sergeant, Observer/Controller-Trainer (O/C-T), Small Group Leader, Research Development Testing and Evaluation (RDTE) NCO, Training Management NCO, and Range Maintenance NCO, Operations NCO.

(e) *Critical and developmental billets and assignments.* Team Leader, WMD Team Leader, Drill Sergeant, Observer/Controller-Trainer (Project Warrior).

(f) *Broadening developmental opportunities.* Explosive Hazards Advisor (SFAB).

(g) *Broadening education opportunities.* Continue civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* None.

(i) *Other broadening opportunities (experiences).* Airborne assignments, WMD Assignments, SFAB, EOD Team of the Year, and Raven's Challenge Exercise.

(j) *Self-development.* Distributed Leader Course III.

(4). Sergeant First Class.

(a) *Institutional training.* Master Leader Course (MLC).

(b) *Operational assignments.* Platoon Sergeant, Operations Sergeant, Explosive Hazards Advisor (SFAB), VIP Coordinator NCO, Liaison NCO, and Senior Technical Intelligence NCO.

(c) *Additional training.* EOD Sergeants First Class are expected to have attend at least one or more of the following advanced skills training courses by this point in their EOD career; Advanced Homemade Explosives Training, Advanced Improvised Explosive Devices Disposal (AIEDD), Joint Nuclear EOD Course, Advanced Diagnostic Training-2, Battle Staff NCO Course, Support Operations Course Phase I, Master Combatives, Basic Airborne Course, Jump Master Course, Air Assault School.

(d) *Institutional assignments.* Instructor, Senior Instructor, Small Group Leader, Training Developer, Observer/Controller-Trainer, EOD Enlisted Assignments NCO, Range Control NCO, EOD Section NCO (Picatinny), JEOD Coordination NCO (VIPPSA).

(e) *Critical and developmental billets and assignments.* Platoon Sergeant, Small Group Leader.

(f) *Broadening developmental opportunities.* Training with Industry (TWI), EOD Exploitation Specialist (MISC), EOD Instructor (DNWS), DTT Operations NCO (DTRA), Explosive Hazards Advisor (SFAB), Recruiter (SORB), Sexual Assault Response Coordinator (SARC).

(g) *Broadening education opportunities.* Continue civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* Senior Enlisted Joint PME II (SEJPME II).

(i) *Other broadening opportunities (experiences).* Airborne assignments, WMD assignments, and SMU assignments.

(j) *Self-development.* Distributed Learning Course IV.

(5). Master Sergeant.

(a) *Institutional training.* Sergeant Major Course (SMC)

(b) *Additional training.* Battle Staff NCO Course, Support Operations Course Phase II, 1SG/Company Commander Pre-Command Course.

(c) *Operational assignments.* First Sergeant, Operations Sergeant.

(d) *Institutional assignments.* Senior Career Management NCO, Senior Enlisted EOD Advisor, NCO Training Manager, Senior Instructor, Senior Training Developer, EOD Advisor.

(e) *Critical and developmental billets and assignments.* First Sergeant.

(f) *Broadening developmental opportunities.* Operations Sergeant (SFAB).

(g) *Broadening education opportunities.* Continue civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities.* SEJPME II.

(i) *Other broadening opportunities (experiences)*. Airborne assignments, WMD assignments, and SMU assignments.

(j) *Self-development*. Distributed Leader Course V.

(6). Sergeant Major/Command Sergeant Major.

(a) *Institutional training*. Nominative Leader Course (NMC).

(b) *Additional training*. Battalion and Brigade Pre-Command Course, Contractor Representative Course, Support Operations Course Phase II.

(c) *Operational assignments*. Command Sergeant Major, Operations Sergeant, EOD Control SGM, and EOD Specialist.

(d) *Institutional assignments*. EOD Sergeant Major (TPO-EOD), Instructor (USASMA), EOD Senior Enlisted Advisor, JEOD Operations Sergeant (VIPPSA).

(e) *Critical and developmental billets and assignments*. Command Sergeant Major.

(f) *Broadening developmental opportunities*. Multi-functional Logistician positions (SPO SGM).

(g) *Broadening education opportunities*. Continue civilian education or credentialing through Army IgnitED.

(h) *Broadening training opportunities*. None.

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

(j) *Self-development*. Distributed Leader Course VI.

Chapter 11. Military occupational specialty 89D Professional development model

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

Chapter 12. Military occupational specialty 89D Reserve Component

MOS 89D RC: Standards of RC Soldiers mirror that of the AC in MOS 89D, however unit structure often limits RC Soldiers in the range of possible assignments.