

Mechanical Maintenance (Career Management Field 91) Career Progression Plan

Chapter 1. Duties

The primary duties of the Mechanical Maintenance Career Management Field (CMF) are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of Operations across the entire operational spectrum. The fix functions include maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Ordnance maintainers support all Army systems' life cycle functions and the mission readiness of the Army is combat, tactical, and ground support systems. The CMF comprises of 14 Military Occupational Specialties (MOS) and 5 Additional Skill Identifiers (ASI) that function in a wide range of areas that require exceedingly technical and tactical skills. CMF 91 maintainers support every type of unit in the Army to include Special Missions Units. The CMF is fully integrated into Two-Level Maintenance and Modular Force structures.

Chapter 2. Transformation

a. CMF 91 Ordnance Soldiers are linked to support of vehicles and weapons systems' sustainment during peace and war, thereby providing superior combat power to current and future forces of the United States Army. 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, foster team building, 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. 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. The Army's modularity restructuring sternly decreased the number of MOS 91Z60 Sergeant Major positions. However, it provides significant opportunity for the Sergeant First Class and Master Sergeants across a multitude of positions such as Joint Logistics and Theater/Area Support Operations. The total number of CMF 91 authorizations remain unchanged, making it challenging to obtain the rank of Sergeant Major.

c. The loss of support groups (SG), support centers (SC), and the conversions of Division support commands (DSC) to Division sustainment brigades (DSB) caused a reduction of positions. Options to remain competitive include but are not limited to demanding duties such as First Sergeant, Motor Sergeant, Section Sergeant, Maintenance Control Sergeant, Senior Maintenance Supervisor, Operations NCO and all critical leader developmental and broadening positions that balance leadership and technical experience.

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.

f. 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. Recommend 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 equipment maintenance, basic MOS skills and common Soldier tasks. This can be acquired in operational assignments such as a wheeled vehicle mechanic. Opportunities to display leadership skills, initiative and motivation should 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 Holistic Health and Fitness 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.

(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 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, senior and master level certifications, Department of Labor Certifications USMAP, Automotive Service Excellence (ASE), Automotive Service Excellence-Tactical Wheel Vehicle (ASE-TWV), all of which are desired certifications and credentials, which is largely a technical trade's cohort.

(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 in the 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) In addition to Ch. 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 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 invest interest in developing knowledge outside their normal scope such as the Senior Enlisted Joint Professional Military Education Course 1 (SEJPME I).

(5) 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, NCO of the Quarter and/or Year, Ordnance Order of Samuel Sharpe Award, the Master Recruiter Badge, and senior or master instructor.

(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 promotable, 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), Automotive Service Excellence (ASE), Automotive Service Excellence-Tactical Wheel Vehicle (ASE-TWV), all of which are desired certifications, which is largely a technical trade's cohort.

(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 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) 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 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. 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) 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 Army Award for Maintenance Excellence (AAME), 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 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.

(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 level certifications, Department of Labor Certifications (USMAP), Automotive Service Excellence (ASE), and Automotive Service Excellence-Tactical Wheel Vehicle (ASE-TWV), all of which are desired certifications, which is largely a technical trade's cohort.

(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 "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 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, 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) 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. 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 Army Award for Maintenance Excellence, Distinguished Honor Graduate for NCOAs, exceeding course standards for PME, the master Recruiter Badge, and senior or master instructor.

(7) NCOs should further distinguish themselves by participating in self-development competitions such as Expert Soldier Competition, Army Best Warrior Competition, and 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 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 select, 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 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 level certifications, Department of Labor Certifications (USMAP), Automotive Service Excellence (ASE), Automotive Service Excellence-Tactical Wheel Vehicle (ASE-TWV), all of which are desired certifications, which is largely a technical trade's cohort.

(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 "exceed standards" rating 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 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), 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 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: 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 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 (ATRRS) websites provide resources in continued education, leadership and technical proficiency.

(6) Additional career enhancement may be gained by continuing to pursue technical certification. The Master Sergeant should have completed five or more of the ASE certifications listed by MOS (if available) 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 Army Award for Maintenance Excellence, 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 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/or 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 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) Credentials obtained in National Institute of Automotive Service Excellence (ASE) and Society for Maintenance and Reliability Professionals (SMRP) 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).

(5) 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.

(6) Mechanical 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 91A M1 Abrams Tank System Maintainer

a. Major duties. The Abrams Tank System Maintainer performs and supervises field maintenance and select on-board tasks, that is, major assembly replacement on Abrams tanks to include the hull, turret, and fire control. They inspect, test, repair, and adjust power plants, suspension systems, steering systems, hydraulic systems, auxiliary power units, fire extinguisher/suppression systems, gas particulate systems, vehicular mounted armament, gun turret drive system, and the fire control systems. They also perform supervisory duties, maintenance management, vehicle recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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

c. MOS 91A40 progresses to MOS 91Z50 upon promotion to Master Sergeant.

d. Goals for development

(1) Private, Specialist/Corporal

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Abrams Tank System Maintainer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Recovery Vehicle Operator

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Recovery Operations (ASI H9), Culture and Language Training, Joint Assault Bridge and Assault Breaching Vehicle System Maintainer (ASI D8), Hazardous Material (HAZMAT), Modern Army Combatives Program

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

(j) *Self-development.* DLC 1

(2) Sergeant

(a) *Institutional training.* Advance Leaders Course (ALC)

(b) *Additional training.* Airborne

(c) *Operational assignments.* Abrams Tank System Maintainer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Squad Leader, Recovery Vehicle Operator

(f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Recovery Operations (ASI H9), Culture and Language Training, Joint Assault Bridge and Assault Breaching Vehicle System Maintainer (ASI D8), Hazardous Material (HAZMAT), Modern Army Combatives Program

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

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Senior Abrams Tank System Maintainer

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

(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. Senior Abrams Tank System Maintainer , Tracked Vehicle Recovery Supervisor

(f) *Broadening developmental opportunities.* Recruiter, Drill SGT, Observer/ Coach and Trainer, SGL

(g) *Broadening education opportunities.* AA/AS degree, , US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Support Operations Course, SEJPME I, Six Sigma Certification, Tracked Recovery Operations (ASI H9), Culture and Language Training, Joint Assault Bridge and Assault Breaching Vehicle System Maintainer (ASI D8)

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

(j) *Self-development.* DLC 3

(4) Sergeant First Class

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Abrams Tank System Supervisor, Motor SGT, Platoon SGT

(d) *Institutional assignments.* Instructor, Senior Instructor, Senior Drill SGT, Test and Evaluation NCO, Capability Development NCO, EO Advisor

(e) *Critical Leader Development.* Motor SGT, Platoon SGT, Abrams Tank System Supervisor

(f) *Broadening developmental opportunities.* Recruiter, Senior Drill Sergeant, Observer/Coach and Trainer, SHARP Coordinator, Equal Opportunity Advisor, Assistant Inspector General

(g) *Broadening educational opportunities.* BS/BA degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Battle Staff NCO Course, Support Operations Course, SEJPME II, Six Sigma certification, How the Army Runs

(i) *Other broadening opportunities (experiences).* Capabilities Developer NCO, Career Management NCO

(j) *Self-development.* DLC 4

Chapter 5. Military occupational specialty 91A professional development model

Access to the “CMF 91 Career Maps” can be gained via the Army Career Tracker (ACT) Web site.

Chapter 6. Military occupational specialty 91A Reserve Component

The duties and goals of the MOS 91A RC Soldier mirror that of the MOS 91A RA Soldier. RC Soldiers should strive for the same types of assignments and PD as their counterparts in the RA. However, both unit structure (for example, positions 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 91B Wheeled Vehicle Repairer

a. *Major duties.* The wheeled vehicle mechanic performs and supervises unit field level maintenance and recovery operations on wheeled vehicles, their associated trailers and material handling equipment (MHE). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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 91B30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

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

(c) *Operational assignments.* Wheeled Vehicle Repairer

(d) *Institutional assignments.* Army Logistics University

(e) *Critical Leader Development.* Recovery Vehicle Operator

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Recovery Operations (ASI H8), Rough Terrain Container Handler (ASI R1), Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences).* SFAB, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development.* DLC 1

(2) Sergeant

(a) *Institutional training.* Advance Leaders Course (ALC)

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

(c) *Operational assignments.* Wheeled Vehicle Repairer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Recovery Vehicle Operator, Section Sergeant

(f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.*, Recovery Operations (ASI H8), Rough Terrain Container Handler (ASI R1), Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences).* SFAB, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

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

(c) *Operational assignments.* Senior Mechanic, Section Sergeant, Technical Inspector

(d) *Institutional assignments.* AIT Instructor, ALC Instructor

(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. Motor Sergeant, Maintenance Control Sergeant, Vehicle Recovery Supervisor, Squad Leader

(f) *Broadening developmental opportunities.* Recruiter, Drill Sergeant, Training Management NCO, Training Developer, Observer/ Coach and Trainer, SHARP Coordinator, EOA, G4, J4

(g) *Broadening education opportunities.* BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Support Operations Course, Six Sigma Certification, Certified Manager Certification, SEJPME I

(i) *Other broadening opportunities (experiences).* SFAB, Special Missions Unit, White House Communications Agency (WHCA), Joint Command Operations, Training with Industry (TWI)

(j) *Self-development*. DLC 3

Chapter 8. Military occupational specialty 91B professional development model

Access to the “CMF 91 Career Maps” can be gained via the Army Career Tracker (ACT) Web site.

Chapter 9. Military occupational specialty 91B Reserve Component

The duties and goals of the MOS 91B RC Soldier mirror that of the MOS 91B RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 10. Military occupational specialty 91C Utilities Equipment Repairer

a. *Major duties*. The Utilities Equipment Repairer performs and supervises unit field maintenance on utilities equipment and special purpose support systems. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange. Also, supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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. Sergeant First Class. MOS 91C30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

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

(c) *Operational assignments*. Utilities Equipment Repair

(d) *Institutional assignments*. None

(e) *Critical Leader Development*. None

(f) *Broadening developmental opportunities*. None

(g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities*. Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences)*. SFAB, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development*. DLC 1

(2) Sergeant

(a) *Institutional training*. Advance Leaders Course (ALC)

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

(c) *Operational assignments*. Utilities Equipment Repairer

(d) *Institutional assignments*. None

- (e) *Critical Leader Development*. Recovery Vehicle Operator, Section Sergeant
- (f) *Broadening developmental opportunities*. Drill Sergeant
- (g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8
- (h) *Broadening training opportunities*. Air Conditioning/Refrigeration Institute's Industry Competency certification in HVAC, Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program
- (i) *Other broadening opportunities (experiences)*. SFAB, White House Communications Agency (WHCA), Joint Command Operations
- (j) *Self-development*. DLC 2

(3) Staff Sergeant

- (a) *Institutional training*. Senior Leaders Course (SLC)
- (b) *Additional training*. Airborne, Air Assault
- (c) *Operational assignments*. Senior Utilities Equipment Repairer
- (d) *Institutional assignments*. AIT Instructor, ALC Instructor
- (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. Senior Mechanic, Senior Quartermaster and Chemical Equipment Repairer, Technical Inspector, Squad Leader
- (f) *Broadening developmental opportunities*. Recruiter, Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, EOA, G4, J4
- (g) *Broadening education opportunities*. BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8
- (h) *Broadening training opportunities*. , Six Sigma Certification, Certified Manager Certification, SEJPME I, Support Operations Course
- (i) *Other broadening opportunities (experiences)*. SFAB, Special Missions Unit, White House Communications Agency (WHCA), Joint Command Operations, Training with Industry (TWI)
- (j) *Self-development*. DLC 3

Chapter 11. Military occupational specialty 91C professional development model

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

Chapter 12. Military occupational specialty 91C Reserve Component

The duties and goals of the MOS 91C RC Soldier mirror that of the MOS 91C RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 91D Tactical Power Generation Specialist

a. *Major duties*. The Tactical Power Generation Specialist performs and supervises unit field maintenance functions on power generation equipment up through 600 Volts (except for turbine engine driven generators). They also perform supervisory duties, maintenance

management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQLs and ASIs, see DA Pam 611–21 on MilSuite.

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. Sergeant First Class. MOS 91D30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

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

(c) *Operational assignments.* Tactical Power Generation Specialist

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* None

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences).* SFAB, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development.* DLC 1

(2) Sergeant

(a) *Institutional training.* Advance Leaders Course (ALC)

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

(c) *Operational assignments.* Tactical Power Generation Specialist

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Section Sergeant

(f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences).* White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

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

(c) *Operational assignments.* Senior Tactical Power Generation Specialist

(d) *Institutional assignments.* AIT Instructor, ALC Instructor

(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. Senior Mechanic, Technical Inspector, Squad Leader

(f) *Broadening developmental opportunities*. Recruiter, Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, EOA, G4, J4

(g) *Broadening education opportunities*. BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities*. Support Operations Course, Six Sigma Certification, Certified Manager Certification, SEJPME I

(i) *Other broadening opportunities (experiences)*. Training with Industry (TWI), SFAB, Special Missions Unit, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development*. DLC 3

Chapter 14. Military occupational specialty 91D professional development model

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

Chapter 15. Military occupational specialty 91D Reserve Component

The duties and goals of the MOS 91D RC Soldier mirror that of the MOS 91D RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 91E Allied Trades Specialist

a. *Major duties*. The Allied Trades Specialist inspects, installs, modifies, and performs maintenance on mechanic, metal and composite material body components, radiators, fuel tanks, hulls, and accessories of Army watercraft, aviation assets, combat systems, and general-purpose equipment. The Allied Trades Specialist's primary duties center on fabricating components made of ferrous and nonferrous metals, plastics, and other mechanic materials using machine shop equipment such as lathes, milling machines, drills and presses. Duties cover a full spectrum of metal preparations, joining processes, layout and fabrication to within tolerances of thousandths of an inch (.001"). They also perform ferrous and nonferrous welding processes using gas, arc, MIG and TIG. Duties cover a full spectrum of metal preparations, painting processes, auto body repair, and fabrications. They also perform supervisory duties, maintenance management, recovery operations, supervise compliance with shop safety programs and provide technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611-21 on MilSuite.

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. Sergeant First Class. MOS 91E30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

- (b) *Additional training.* Airborne, Air Assault
- (c) *Operational assignments.* Allied Trade Specialist
- (d) *Institutional assignments.* None
- (e) *Critical Leader Development.* None
- (f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* American Welding Society (AWS), National Institute for Metalworking Skills certifications (NIMS), Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

- (i) *Other broadening opportunities (experiences).* SFAB, Joint Command Operations
- (j) *Self-development.* DLC 1

(2) Sergeant

- (a) *Institutional training.* Advance Leaders Course (ALC)
- (b) *Additional training.* Airborne, Air Assault, Ranger
- (c) *Operational assignments.* Allied Trade Specialist
- (d) *Institutional assignments.* None
- (e) *Critical Leader Development.* Section Sergeant
- (f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* American Welding Society (AWS), National Institute for Metalworking Skills certifications (NIMS), Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

- (i) *Other broadening opportunities (experiences).* White House Communications Agency (WHCA), Joint Command Operations
- (j) *Self-development.* DLC 2

(3) Staff Sergeant

- (a) *Institutional training.* Senior Leaders Course (SLC)
- (b) *Additional training.* Airborne, Air Assault
- (c) *Operational assignments.* Allied Trades Specialist Supervisor
- (d) *Institutional assignments.* AIT Instructor, ALC Instructor

(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. Technical Inspector, Squad Leader

(f) *Broadening developmental opportunities.* Recruiter, Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, EOA, G4, J4

(g) *Broadening education opportunities.* BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* American Welding Society (AWS), National Institute for Metalworking Skills certifications (NIMS), Six Sigma Certification, Certified Manager Certification, SEJPME I, Support Operations Course

(i) *Other broadening opportunities (experiences)*. Training with Industry (TWI), SFAB, Special Missions Unit, White House Communications Agency (WHCA), Joint Command Operations

(j) *Self-development*. DLC 3

Chapter 17. Military occupational specialty 91E professional development model

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

Chapter 18. Military occupational specialty 91E Reserve Component

The duties and goals of the MOS 91E RC Soldier mirror that of the MOS 91E AC Soldier. The 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 19. Military occupational specialty 91F Small Arms/Towed Artillery Repairer

a. *Major duties*. The small arms/towed artillery repairer performs field maintenance on small arms and towed artillery. The repairer also diagnoses and troubleshoots malfunctions of small arms and towed artillery. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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. Sergeant First Class. MOS 91F30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

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

(c) *Operational assignments*. Small Arms/Towed Artillery Repairer

(d) *Institutional assignments*. None

(e) *Critical Leader Development*. None

(f) *Broadening developmental opportunities*. None

(g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP)

(h) *Broadening training opportunities*. Penn Foster Gun Smith Program, Certified Calibration Technician, Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences)*. Joint Command Operations, Old Guard, Special Missions Unit

(j) *Self-development*. DLC 1

(2) Sergeant

(a) *Institutional training*. Advance Leaders Course (ALC)

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

(c) *Operational assignments*. Small Arms/Towed Artillery Repairer

(d) *Institutional assignments*. None

- (e) *Critical Leader Development*. Section Sergeant
- (f) *Broadening developmental opportunities*. Drill Sergeant
- (g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP)
- (h) *Broadening training opportunities*. Penn Foster Gun Smith Program, Certified Calibration Technician, Safety Course, Modern Army Combatives Program, SEJPME I
- (i) *Other broadening opportunities (experiences)*. Joint Command Operations, Old Guard, Special Missions Unit
- (j) *Self-development*. DLC 2

(3) Staff Sergeant

- (a) *Institutional training*. Senior Leaders Course (SLC)
- (b) *Additional training*. Airborne, Air Assault
- (c) *Operational assignments*. Small Arms/Towed Artillery Supervisor
- (d) *Institutional assignments*. AIT Instructor, ALC Instructor
- (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. Technical Inspector, Squad Leader
- (f) *Broadening developmental opportunities*. Recruiter, Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, EOA, J4, Training Developer
- (g) *Broadening education opportunities*. BA/BS degree, US Military Apprenticeship Program (USMAP)
- (h) *Broadening training opportunities*. Penn Foster Gun Smith Program, Certified Calibration Technician, Safety Course, Modern Army Combatives Program, Six Sigma Certification, SEJPME I
- (i) *Other broadening opportunities (experiences)*. Joint Command Operations, Old Guard, Special Missions Unit
- Self-development*. DLC 3

Chapter 20. Military occupational specialty 91F professional development model

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

Chapter 21. Military occupational specialty 91F Reserve Component

The duties and goals of the MOS 91F RC Soldier mirror that of the MOS 91F RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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. Commandant, U.S. Army Ordnance School Ft. Lee VA 23801.

Chapter 22. Military occupational specialty 91H Tracked Vehicle Repairer

a. *Major duties*. The tracked vehicle repairer supervises and performs field maintenance on tracked vehicles, supervises maintenance vehicles, and MHE, supervises related activities including fuel and electrical system repair and maintenance. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety

programs and provides technical guidance on field maintenance. For a complete listing of SQLs and ASIs, see DA Pam 611–21 on MilSuite.

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. Sergeant First Class. MOS 91H3O progresses to MOS 91X4O upon promotion to Sergeant First Class.

d. Goals for development

(1) Private, Specialist/Corporal

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Tracked Vehicle Repairer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Recovery Vehicle Operator

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Recovery Operations (ASI H8), Tracked Recovery Operations (ASI H9), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program

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

(j) *Self-development.* DLC 1

(2) Sergeant

(a) *Institutional training.* Advance Leaders Course (ALC)

(b) *Additional training.* Airborne

(c) *Operational assignments.* Abrams Tank System Maintainer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Squad Leader, Recovery Vehicle Operator

(f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* Complete AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Recovery Operations (ASI H9), Recovery Operations (ASI H8), Hazardous Material (HAZMAT), Modern Army Combatives Program

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

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

(3) Staff Sergeant

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Senior Track Mechanic

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

(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. Maintenance Analyst, Section Sergeant, Vehicle Recovery Supervisor, Squad Leader

(f) *Broadening developmental opportunities.* Recruiter, Drill Sergeant, Observer/ Coach and Trainer

(g) *Broadening education opportunities.* BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Training with Industry (TWI), Support Operations Course, Six Sigma Certification, Project Management Program, Tracked Recovery Operations (ASI H9), Recovery Operations (ASI H8)

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

(j) *Self-development.* DLC 3

Chapter 23. Military occupational specialty 91H professional development model

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

Chapter 24. Military occupational specialty 91H Reserve Component

The duties and goals of the MOS RC Soldier mirror that of the MOS 91H RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 25. Military occupational specialty 91J Quartermaster and Chemical Equipment Repairer

a. *Major duties.* The quartermaster and chemical equipment repairer supervises and performs field level maintenance on chemical equipment, quartermaster equipment, forced-air heaters, and special purpose equipment. For a complete listing of SQIs and ASIs, see DA Pam 611-21 on MilSuite.

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. Staff Sergeant. MOS 91J20 progresses to MOS 91C30 upon promotion to Staff Sergeant.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

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

(c) *Operational assignments.* Quartermaster and Chemical Equipment Repair

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* None

(f) *Broadening developmental opportunities.* None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences)*. White House Communications Agency (WHCA), Joint Command Operations, Special Missions Unit

(j) *Self-development*. DLC 1

(2) Sergeant

(a) *Institutional training*. Advance Leaders Course (ALC)

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

(c) *Operational assignments*. Quartermaster and Chemical Equipment Repairer

(d) *Institutional assignments*. None

(e) *Critical Leader Development*. Section Sergeant

(f) *Broadening developmental opportunities*. Drill Sergeant

(g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities*. Air Conditioning/Refrigeration Institute's Industry Competency certification in HVAC, Culture and Language Training, Hazardous Material (HAZMAT), Safety Course, Modern Army Combatives Program

(i) *Other broadening opportunities (experiences)*. White House Communications Agency (WHCA), Joint Command Operations, Special Missions Unit

(j) *Self-development*. DLC 2

Chapter 26. Military occupational specialty 91J professional development model

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

Chapter 27. Military occupational specialty 91J Reserve Component

The duties and goals of the MOS 91J RC Soldier mirror that of the MOS 91J RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 28. Military occupational specialty 91L Construction Equipment Repairer

a. *Major Duties*. The Construction Equipment Repairer performs and supervises unit field maintenance on construction equipment which includes that used for earthmoving, grading, and compaction, lifting and loading, quarrying and rock crushing, asphalt and concrete mixing, and surfacing, water pumping, air compression and pneumatic tools, and powered bridging. They also perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611-21 on MilSuite.

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. Sergeant First Class. MOS 91L30 progresses to MOS 91X40 upon promotion to Sergeant First Class.

d. *Goals for development*

(1) Private, Specialist/Corporal

- (a) *Institutional training.* Basic Leader Course (BLC)
- (b) *Additional training.* Airborne, Air Assault
- (c) *Operational assignments.* Construction Equipment Repairer
- (d) *Institutional assignments.* None
- (e) *Critical Leader Development.* Recovery Vehicle Operator
- (f) *Broadening developmental opportunities.* None
- (g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8
- (h) *Broadening training opportunities.* Recovery Operations (ASI H8), Safety Course, Hazardous Material (HAZMAT), Modern Army Combatives Program
- (i) *Other broadening opportunities (experiences).* Old Guard
- (j) *Self-development.* DLC 1

(2) Sergeant

- (a) *Institutional training.* Advance Leaders Course (ALC)
- (b) *Additional training.* Airborne, Air Assault
- (c) *Operational assignments.* Construction Equipment Repairer
- (d) *Institutional assignments.* None
- (e) *Critical Leader Development.* Squad Leader, Recovery Vehicle Operator
- (f) *Broadening developmental opportunities.* Drill Sergeant
- (g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8
- (h) *Broadening training opportunities.* Recovery Operations (ASI H8), Safety Course, Hazardous Material (HAZMAT), Modern Army Combatives Program
- (i) *Other broadening opportunities (experiences).* Old Guard
- (j) *Self-development.* DLC 2

(3) Staff Sergeant

- (a) *Institutional training.* Senior Leaders Course (SLC)
- (b) *Additional training.* Airborne
- (c) *Operational assignments.* Senior Construction Equipment Repairer
- (d) *Institutional assignments.* AIT Instructor, NCOA ALC Instructor, Training Developer, Training Management NCO
- (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 Sergeant, Recovery Vehicle Supervisor, Squad Leader
- (f) *Broadening developmental opportunities.* Recruiter, Drill Sergeant, Observer/ Coach and Trainer
- (g) *Broadening education opportunities.* BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8
- (h) *Broadening training opportunities.* Support Operations Course, Six Sigma Certification, Project Management Program, Recovery Operations (ASI H8)
- (i) *Other broadening opportunities (experiences).* Training with Industry (TWI), Old Guard
- (j) *Self-development.* DLC 3

Chapter 29. Military occupational specialty 91L professional development model

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

Chapter 30. Military occupational specialty 91L Reserve Component

The duties and goals of the MOS 91L RC Soldier mirror that of the MOS 91L RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 31. Military occupational specialty 91M Bradley Fighting Vehicle System Maintainer

a. Major duties. The Bradley Fighting Vehicle System (BFVS) Maintainer performs and supervises field maintenance and select on-board tasks. They diagnose and troubleshoot malfunctions and perform organizational maintenance on power plant, suspension systems, steering systems, fire extinguisher and/or suppression systems, gas particulate systems, vehicular mounted armament, and associated fire control systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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 91M40 progresses to MOS 91Z50 upon promotion to master Sergeant.

d. Goals for development

(1) Private, Specialist/Corporal

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

(b) Additional training. Airborne

(c) Operational assignments. Bradley Fighting Vehicle System Maintainer

(d) Institutional assignments. None

(e) Critical Leader Development. Tracked Vehicle Recovery Operator

(f) Broadening developmental opportunities. None

(g) Broadening education opportunities. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) Broadening training opportunities. Tracked Vehicle Recovery Operations (ASI H9), Culture and Language Training, Joint Assault Bridge and Assault Breaching Vehicle System Maintainer (ASI D8), Hazardous Material (HAZMAT), Modern Army Combatives Program

(i) Other broadening opportunities (experiences). None

(j) Self-development. DLC 1

(2) Sergeant

(a) Institutional training. Advance Leaders Course (ALC)

(b) Additional training. Airborne

(c) Operational assignments. Bradley Fighting Vehicle System Maintainer

(d) *Institutional assignments.* None

(e) *Critical Leader Development.* Squad Leader, Tracked Vehicle Recovery Operator

(f) *Broadening developmental opportunities.* Drill Sergeant

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Vehicle Recovery Operations (ASI H9), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program, SEJPME I

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

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

(b) *Additional training.* Tracked Vehicle Recovery Operations (ASI H9)

(c) *Operational assignments.* Senior Bradley Fighting Vehicle System Maintainer, Tracked Vehicle Recovery Supervisor

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

(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. Senior BFVS Maintainer, Tracked Vehicle Recovery Supervisor

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

(g) *Broadening education opportunities.* AA/AS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Support Operations Course, SEJPME I, Six Sigma Certification, Tracked Recovery Operations (ASI H9), Culture and Language Training

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

(j) *Self-development.* DLC 3

(4) Sergeant First Class

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Abrams Tank System Supervisor, Platoon Sergeant

(d) *Institutional assignments.* AIT Instructor, NCOA SLC Instructor, Senior NCOA Instructor

(e) *Critical Leader Development.* Motor Sergeant, Maintenance Control Sergeant

(f) *Broadening developmental opportunities.* Recruiter, Senior Drill Sergeant, Observer/Coach and Trainer, SHARP Coordinator, Equal Opportunity Advisor, Assistant Inspector General

(g) *Broadening educational opportunities.* BS/BA degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Battle Staff NCO Course, Support Operations Course, SEJPME II, Six Sigma certification, Project Management Program, How the Army Runs

(i) *Other broadening opportunities (experiences).* Capabilities Developer NCO, Training with Industry (TWI)

(j) *Self-development*. DLC 4

Chapter 32. Military occupational specialty 91M professional development model
Access to the “Career Maps” can be gained via the Army Career Tracker (ACT) Web site.

Chapter 33. Military occupational specialty 91M Reserve Component

The duties and goals of the MOS 91M RC Soldier mirror that of the MOS 91M RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 34. Military occupational specialty 91P Self-Propelled Artillery Systems Maintainer

a. *Major duties*. The self-propelled artillery systems maintainer performs and supervises unit level and selected on-system field maintenance and recovery of all self-propelled field artillery weapon systems. They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange.. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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 91P40 progress to MOS 91Z50 upon promotion to master Sergeant.

d. *Goals for development*

(1) Private, Specialist/Corporal

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

(b) *Additional training*. Airborne

(c) *Operational assignments*. Self-Propelled Artillery System Maintainer

(d) *Institutional assignments*. None

(e) *Critical Leader Development*. Tracked Vehicle Recovery Operator

(f) *Broadening developmental opportunities*. None

(g) *Broadening education opportunities*. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities*. Tracked Recovery Operations (ASI H9), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program

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

(j) *Self-development*. DLC 1

(2) Sergeant

(a) *Institutional training*. Advance Leaders Course (ALC)

(b) *Additional training*. Airborne

(c) *Operational assignments*. Self-Propelled Artillery System Maintainer

(d) *Institutional assignments*. None

(e) *Critical Leader Development*. Squad Leader, Tracked Vehicle Recovery Operator

(f) *Broadening developmental opportunities*. None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Recovery Operations (ASI H9), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program, SEJPME I

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

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Senior Self-Propelled Artillery System Maintainer

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

(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. Senior Mechanic, Section Sergeant, Tracked Vehicle Recovery Supervisor, Squad Leader

(f) *Broadening developmental opportunities.* Recruiter, Observer/ Coach and Trainer

(g) *Broadening education opportunities.* BA/BS degree, Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Tracked Recovery Operations (ASI H9), Culture and Language Training, Support Operations Course, SEJPME I, Six Sigma Certification

(i) *Other broadening opportunities (experiences).* Training with Industry (TWI)

(j) *Self-development.* DLC 3

(4) Sergeant First Class

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

(b) *Additional training.* Airborne

(c) *Operational assignments.* Self-Propelled Artillery Supervisor, Platoon Sergeant.

(d) *Institutional assignments.* AIT Instructor, NCOA SLC Instructor, Senior NCOA Instructor

(e) *Critical Leader Development.* Motor Sergeant, Maintenance Control Sergeant

(f) *Broadening developmental opportunities.* Recruiter, Senior Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, Equal Opportunity Advisor, Assistant Inspector General, Training Developer

(g) *Broadening educational opportunities.* BS/BA degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Battle Staff NCO Course, Project Management Program, Support Operations Course, SEJPME II, Six Sigma certification, How the Army Runs

(i) *Other broadening opportunities (experiences).* Capabilities Developer NCO, Training with Industry (TWI)

(j) *Self-development.* DLC 4

Chapter 35. Military occupational specialty 91P professional development model

Access to the “Career Maps” can be gained via the Army Career Tracker (ACT) Web site.

Chapter 36. Military occupational specialty 91P Reserve Component

The duties and goals of the MOS 91P RC Soldier mirror that of the MOS 91P RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 37. Military occupational specialty 91S Stryker Systems Maintainer

a. Major duties. The Stryker Systems Maintainer supervises and performs field level maintenance on the Stryker family of vehicles. They also perform supervisory duties, Diagnoses and troubleshoots malfunctions, perform field level maintenance on the engines, transmissions and power train major assemblies and components, vehicular mounted environmental control systems, fuel system components, suspension systems, steering systems, hydraulic systems, vehicular mounted armament, gun turret drive system and the fire control system on the Stryker family of vehicles. Supervise compliance with shop safety programs and provides technical guidance on field maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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 91S40 progress to MOS 91Z50 upon promotion to Master Sergeant.

d. Goals for development

(1) Private, Specialist/Corporal

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

(b) Additional training. Airborne, Airborne, Ranger

(c) Operational assignments. Stryker Systems Maintainer

(d) Institutional assignments. None

(e) Critical Leader Development. Recovery Vehicle Operator

(f) Broadening developmental opportunities. None

(g) Broadening education opportunities. AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) Broadening training opportunities. Recovery Operations (ASI H8), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program

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

(j) Self-development. DLC 1

(2) Sergeant

(a) Institutional training. Advance Leaders Course (ALC)

(b) Additional training. Airborne, Airborne, Ranger

(c) Operational assignments. Stryker System Maintainer

(d) Institutional assignments. None

(e) Critical Leader Development. Squad Leader, Recovery Vehicle Operator

(f) Broadening developmental opportunities. None

(g) *Broadening education opportunities.* AA/AAS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Recovery Operations (ASI H8), Culture and Language Training, Hazardous Material (HAZMAT), Modern Army Combatives Program, SEJPME I

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

(j) *Self-development.* DLC 2

(3) Staff Sergeant

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

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

(c) *Operational assignments.* Senior Stryker System Maintainer

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

(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. Senior Mechanic, Section Sergeant, Recovery Vehicle Supervisor, Squad Leader

(f) *Broadening developmental opportunities.* Recruiter, Observer/ Coach and Trainer

(g) *Broadening education opportunities.* BA/BS degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Recovery Operations (ASI H8), Culture and Language Training, Support Operations Course, SEJPME I, Six Sigma Certification

(i) *Other broadening opportunities (experiences).* Special Missions Unit, Training with Industry (TWI)

(j) *Self-development.* DLC 3

(4) Sergeant First Class

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

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

(c) *Operational assignments.* Section Sergeant

(d) *Institutional assignments.* AIT Instructor, NCOA SLC Instructor, Senior NCOA Instructor

(e) *Critical Leader Development.* Section Sergeant, Maintenance Control Sergeant

(f) *Broadening developmental opportunities.* Recruiter, Senior Drill Sergeant, Observer/ Coach and Trainer, SHARP Coordinator, Equal Opportunity Advisor, Training Developer

(g) *Broadening educational opportunities.* BS/BA degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) *Broadening training opportunities.* Battle Staff NCO Course, Project Management Program, Support Operations Course, SEJPME II, Six Sigma certification, How the Army Runs

(i) *Other broadening opportunities (experiences).* Capabilities Developer NCO, Training with Industry (TWI)

(j) *Self-development.* DLC 4

Chapter 38. Military occupational specialty 91S professional development model

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

Chapter 39. Military occupational specialty 91S Reserve Component

The duties and goals of the MOS 91S RC Soldier mirror that of the MOS 91S RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 40. Military occupational specialty 91X Maintenance Supervisor

a. Major duties. The maintenance supervisor performs duties in preceding skill levels, supervises junior enlisted Soldiers, and provides technical guidance on field maintenance on tracked and wheeled vehicles, construction equipment, and MHE. Supervises compliance with shop safety programs and use, maintenance and security of hand and shop power tools. Supervises recovery and service operations on tracked vehicles, wheel vehicles, ground support equipment, small arms and related activities including electrical wiring harness system troubleshooting/repair/maintenance. For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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 91X40 progresses to MOS 91Z50 upon promotion to master Sergeant

d. Goals for Development

(1) Sergeant First Class

(a) Institutional training. Master Leaders Course (MLC)

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

(c) Operational assignments. Maintenance Supervisor

(d) Institutional assignments. AIT Instructor, NCOA SLC Instructor, Senior NCOA Instructor

(e) Critical Leader Development. Section Sergeant, Motor Sergeant, Maintenance Management NCO, Maintenance Control Sergeant

(f) Broadening developmental opportunities. Recruiter, Senior Drill Sergeant, Observer/Coach and Trainer, SHARP Coordinator, Equal Opportunity Advisor, Test and Evaluation NCO, Training Developer, Inspector General NCO

(g) Broadening educational opportunities. BS/BA degree, US Military Apprenticeship Program (USMAP), Automotive Service Excellence T2-T8, Automotive Service Excellence-Tactical Wheel Vehicle Mil 2-8

(h) Broadening training opportunities. Battle Staff NCO Course, Project Management Program, Certified Manager, Joint Logistics Training Course, Support Operations Course, SEJPME II, Six Sigma certification, How the Army Runs

(i) Other broadening opportunities (experiences). Training with Industry (TWI), Joint Operations, J4, G4

(j) Self-development. DLC 4

Chapter 41. Military occupational specialty 91X professional development model

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

Chapter 42. Military occupational specialty 91X Reserve Component

The duties and goals of the MOS 91X RC Soldier mirror that of the MOS 91X RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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 43. Military occupational specialty 91Z Senior Maintenance Supervisor and Mechanical Maintenance Supervisor

a. Major duties. The Senior Maintenance Supervisor supervises, plans, coordinates, and directs the field maintenance of all mechanical equipment. Serves as the principle maintenance or Operations NCO in a maintenance BN or higher-level organization. Supervises personnel performing the duties: M1 Abrams Tank System Maintainer (91A4O), Bradley Fighting Vehicle System Maintainer (91M4O), Self-Propelled Artillery Systems Maintainer (91P4O), Stryker Systems Maintainer (91S4O), and Maintenance supervisor (91X4O). For a complete listing of SQIs and ASIs, see DA Pam 611–21 on MilSuite.

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) Master Sergeant/First Sergeant

(a) *Institutional training.* Sergeants Major Course

(b) *Additional training.* None

(c) *Operational assignments.* Senior Maintenance Supervisor, First Sergeant

(d) *Institutional assignments.* Training Development NCO, Senior Instructor, Logistics NCOA Branch Chief

(e) *Critical Leader Development.* First Sergeant, Senior Maintenance Supervisor, Operations Sergeant, Mechanical Maintenance Operations NCO

(f) *Broadening developmental opportunities.* Ground Maintenance Safety LNO, OD Proponency NCO, Senior Career Management NCO, Observer/ Controller and Trainer, BSNCO Course Instructor

(g) *Broadening educational opportunities.* Bachelor/Master's Degree, US Military Apprenticeship Program (USMAP), National Institute of Automotive Service Excellence (ASE), Society for Maintenance and Reliability Professionals (SMRP), Human Resource Management

(h) *Broadening training opportunities.* Project Management Program, Certified Manager, Support Operations Course, Joint Logistics Training Course, How the Army Runs

(i) *Other broadening opportunities (experiences).* SFAB, Special Missions Unit, J4, G4, Force Modernization

(j) *Self-development.* DLC 5

(2) Sergeant Major and Command Sergeant Major

(a) *Institutional training.* Sergeants Major Course

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

(c) *Operational assignments.* Mechanical Maintenance Logistics NCO

(d) *Institutional assignments.* Nominative Leaders Course

(e) *Critical Leader Development.* Support Operations SGM, Operations SGM

(f) *Broadening developmental opportunities.* Chief Career Management NCO, SMC Instructor, SMC Chief Instructor

(g) Broadening educational opportunities. Bachelor/Master's Degree, US Military Apprenticeship Program (USMAP), National Institute of Automotive Service Excellence (ASE), Society for Maintenance and Reliability Professionals (SMRP), Human Resource Management

(h) Broadening training opportunities. NCOL CoE Fellowship Program, Project Management Program, Six Sigma, How the Army Runs

(i) Other broadening opportunities (experiences). HRC Branch SGM, OD Force Management NCO, Depot SGM

(j) Self-development. DLC 6

Chapter 44. Military occupational specialty 91Z professional development model

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

Chapter 45. Military occupational specialty 91Z Reserve Component

The duties and goals of the MOS 91Z RC Soldier mirror that of the MOS 91Z RA Soldier. The RC Soldiers should strive for the same types of assignments and PD 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.