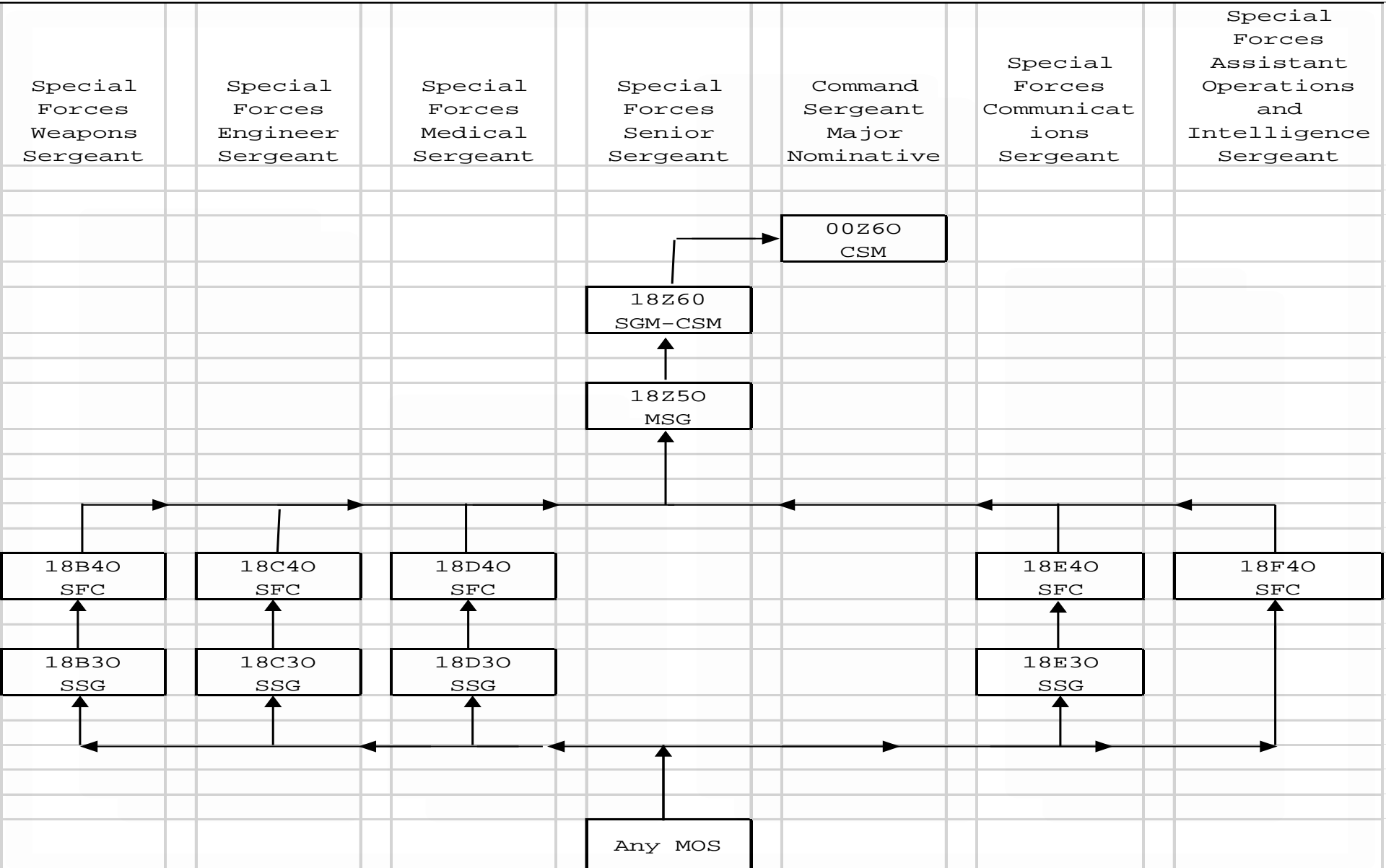




CMF 18 Progression Chart





MOS 18B



18B- The Special Forces Weapons Sergeant employs U.S. and foreign small arms, light and heavy crew served weapons, anti-aircraft and anti-armor weapons. Controls emplacement and supervises employment during tactical offensive and defensive combat operations; reads, interprets, and prepares combat orders; coordinates organic and supporting fire power, performs standard and non-standard air delivery, airborne operations, and air-ground operations; ensures collection and proper reporting of intelligence data to unit and staff sections.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Should have 12 months on an SFOD-A; special consideration should be made if SM has 12 months as a Senior on an SFOD-A (must meet TIG/TIS requirements for Fully qualified).

SFC: Should have 12 months as a Senior on an SFOD-A or 12 months rated time as an Operations Sergeant (meets TIG/TIS requirements for Fully qualified); special consideration should be made if a SFC has 24 CONSECUTIVE rated Operations Sergeant (SFOD-A) time then that time counts, the SM does not need to be promotable E-7(P).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Meet time requirements as per TIG/TIS (CMF18 Active Duty Component SSG meets the requirements within the promotion board MILPER message for TIG/TIS), 12 months on an SFODA to be eligible for SFC is no longer a requirement.

SFC: should have 36 months on SFOD-A in order to be eligible for MSG and meets the CMF18 Active Duty Component SFC requirements within the promotion board MILPER message for TIG/TIS

MSG: N/A

CSM/SGM: N/A



MOS 18B



PHYSICAL FITNESS

Most qualified looks like:

SSG: Soldier should consistently score 285 or better (95 percent in each event).

SFC: Soldier should consistently score 285 or better on the APFT (95 percent in each event).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

SFC: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

MSG: N/A

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: It is highly recommended that the Soldier work towards the completion of 90 semester hours, Associate Degree or higher and consideration should be made for those who strive to earn a degree on their own time. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

SFC: Completion of 90 semester hours/Associate Degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Effective MAR 16 SSD 3 is a prerequisite for consideration for SFC and to attend SLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1 year of the last one taken IOT be considered current.

SFC: Effective MAR 16 SSD 4 is a prerequisite for consideration for MSG and to attend MLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1 year of the last one taken IOT be considered current.

MSG: N/A

CSM/SGM: N/A



MOS 18B



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve not less than 36 consecutive months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow on assignment. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Black Daggers, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

SFC: Serve as the Senior Weapons, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. To be considered eligible for selection for promotion to MSG/18Z, SFC should successfully serve not less than 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODH to MACOM level). The 18B assigned to the SFODE or SFODG is the Senior Weapons Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level. Special assignments include USAJFKSWCS Instructor, CMF 18 Branch Manager, CMF 18 Career Manager, Black Daggers, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC), Inter-Agency. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

MSG: N/A

CSM/SGM: N/A



MOS 18B



TRAINING

Most qualified looks like:

SSG: All SGTs and SSGs who graduated ALC previously known as the Basic Noncommissioned Officers Course (BNCOC) will be automatically enrolled in SSD level 3 prior to SLC attendance. All CMF 18 Soldiers should strive to successfully complete the Static Line Jumpmaster Course (SLJM). All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT II), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

SFC: All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) as a prerequisite for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course.

MSG: N/A
CSM/SGM: N/A

Highly qualified looks like:

SSG: Consideration for conventional leadership experience at Team/Section/Squad level should be given when evaluating those SSG with minimal SFODA/SMU experience.

SFC: Should have a minimum of 36 months of active component accumulative successful service as on SFODA/SFODE/SFODG/SMU.

MSG: N/A
CSM/SGM: N/A

OTHER INDICATORS

Most qualified looks like:

SSG: A consistently strong pattern of quantifiable ratings by the rater on Soldier's performance (Far exceeds standards). A consistent pattern of Senior Rater comments on potential stating strong potential (Most Qualified) to serve at the next higher grade. Consideration and recognition should be given to SSGs who have been awarded valor awards.

SFC: Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups as well as Multi-Purpose Canine Handlers. Consideration and recognition should be given to SFCs who have been awarded valor awards.

MSG: N/A
CSM/SGM: N/A



MOS 18C



18C- The Special Forces Engineer Sergeant employs offensive/defensive combat engineer capabilities; performs and instructs in demolitions, explosives, improvised munitions, U.S. and foreign landmines, mine/countermine operations, construction, field fortification, bridging, rigging, electrical wiring, reconnaissance, target analysis and civil action projects; instructs and performs land and water navigation duties by interpreting maps, overlays, photos, charts and using standard and nonstandard navigational techniques and equipment; proficient in sabotage operations with standard, nonstandard, and improvised munitions and explosives; plans, prepares and conducts the target analysis portion of the area study; collects and disseminates engineer intelligence data; prepares and reviews target folders; prepares and reviews target analysis folders.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Should have 12 months on an SFOD-A; special consideration should be made if SM has 12 months as a Senior on an SFOD-A (must meet TIG/TIS requirements for Fully qualified).

SFC: Should have 12 months as a Senior on an SFOD-A or 12 months rated time as an Operations Sergeant (meets TIG/TIS requirements for Fully qualified); special consideration should be made if a SFC has 24 CONSECUTIVE rated Operations Sergeant (SFOD-A) time then that time counts, the SM does not need to be promotable E-7(P).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Meet time requirements as per TIG/TIS (CMF18 Active Duty Component SSG meets the requirements within the promotion board MILPER message for TIG/TIS), 12 months on an SFODA to be eligible for SFC is no longer a requirement.

SFC: Should have 36 months on SFOD-A in order to be eligible for MSG and meets the CMF18 Active Duty Component SFC requirements within the promotion board MILPER message for TIG/TIS

MSG: N/A

CSM/SGM: N/A



MOS 18C



PHYSICAL FITNESS

Most qualified looks like:

SSG: Soldier should consistently score 285 or better (95 percent in each event).

SFC: Soldier should consistently score 285 or better on the APFT (95 percent in each event).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

SFC: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

MSG: N/A

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: It is highly recommended that the Soldier work towards the completion of 90 semester hours, Associate Degree or higher and consideration should be made for those who strive to earn a degree on their own time. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

SFC: Completion of 90 semester hours/Associate degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Effective MAR 16 SSD 3 is a prerequisite for consideration for MSG and to attend SLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

SFC: Effective MAR 16 SSD 4 is a prerequisite for consideration for MSG and to attend MLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

MSG: N/A

CSM/SGM: N/A



MOS 18C



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve not less than 36 consecutive months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow on assignment. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Black Daggers, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

SFC: Serve as the Senior Engineer, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. To be considered eligible for selection for promotion to MSG/18Z, SFC must successfully serve not less than 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODH to MACOM level). The 18B assigned to the SFODE or SFODG is the Senior Weapons Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level. Special assignments include USAJFKSWCS Instructor, CMF 18 Branch Manager, CMF 18 Career Manager, Black Daggers, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC), Inter-Agency. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

MSG: N/A

CSM/SGM: N/A



MOS 18C



TRAINING

Most qualified looks like:

SSG: All SGTs and SSGs who graduated ALC previously known as the Basic Noncommissioned Officers Course (BNCOC) will be automatically enrolled in SSD level 3 prior to SLC attendance. All CMF 18 Soldiers should strive to successfully complete the Static Line Jumpmaster Course (SLJM). All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT II), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

SFC: All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) as a prerequisite for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance and Target Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Consideration for conventional leadership experience at Team/Section/Squad level should be given when evaluating those SSG with minimal SFODA/SMU experience.

SFC: Should have a minimum of 36 months of active component accumulative successful service as on SFODA/SFODE/SFODG/SMU.

MSG: N/A

CSM/SGM: N/A

OTHER INDICATORS

Most qualified looks like:

SSG: A consistently strong pattern of quantifiable ratings by the rater on Soldier's performance (Far exceeds standards). A consistent pattern of Senior Rater comments on potential stating strong potential (Most Qualified) to serve at the next higher grade. Consideration and recognition should be given to SSGs who have been awarded valor awards.

SFC: Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups as well as Multi-Purpose Canine Handlers. Consideration and recognition should be given to SFCs who have been awarded valor awards.

MSG: N/A

CSM/SGM: N/A



MOS 18D



18D- The Special Forces Medical Sergeant ensures detachment medical readiness; establishes and supervises temporary, fixed and unconventional warfare medical/dental facilities to support conventional or unconventional operations with emergency, routine, and long term medical care; provides initial medical/dental screening and evaluation of allied and indigenous personnel; manages detachment, allied, or indigenous patients, administration, admission and discharge, care, laboratory and pharmacological requirements and the initiation, maintenance and transfer of records; orders, stores, catalogs, safeguards and distributes medical/dental supplies, equipment and pharmaceuticals; supervises medical care and treatment during split detachment missions; operates combat laboratory and treats emergency and trauma patients in accordance with established surgical principles; diagnoses and treats various medical/veterinary dermatological, pediatric, infectious and obstetric conditions using appropriate medications, intravenous fluid support and physical measures; manages and supervise all aspects of deployed preventive medicine; develops and provides medical intelligence as required; in unconventional warfare environment, instructs medical personnel, manages guerilla hospital, and field evacuation nets; coordinates the operation, interaction and activities of medical/dental facilities within an area of operation; manages battalion size troop medical/dental clinic and its administrative and logistical support; establishes a base stock of medical supplies and equipment, internal or external procurement, storage, security and distribution of those items; coordinates veterinary training and support for area requiring animal transportation or use; provides guidance and training of medical personnel and preventive medicine specialists.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Should have 12 months on an SFOD-A; special consideration should be made if SM has 12 months as a Senior on an SFOD-A (must meet TIG/TIS requirements for Fully qualified).

SFC: Should have 12 months as a Senior on an SFOD-A or 12 months rated time as an Operations Sergeant (meets TIG/TIS requirements for Fully qualified); special consideration should be made if a SFC has 24 CONSECUTIVE rated Operations Sergeant (SFOD-A) time then that time counts, the SM does not need to be promotable E-7(P).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Meet time requirements as per TIG/TIS (CMF18 Active Duty Component SSG meets the requirements within the promotion board MILPER message for TIG/TIS), 12 months on an SFODA to be eligible for SFC is no longer a requirement.

SFC: Should have 36 months on SFOD-A in order to be eligible for MSG and meets the CMF18 Active Duty Component SFC requirements within the promotion board MILPER message for TIG/TIS

MSG: N/A

CSM/SGM: N/A



MOS 18D



PHYSICAL FITNESS

Most qualified looks like:

SSG: Soldier should consistently score 285 or better (95 percent in each event).

SFC: Soldier should consistently score 285 or better on the APFT (95 percent in each event).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

SFC: Should have a 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

MSG: N/A

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: It is highly recommended that the Soldier work towards the completion of 90 semester hours, Associate Degree or higher and consideration should be made for those who strive to earn a degree on their own time. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOSenhancing courses.

SFC: Completion of 90 semester hours/Associate degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOSenhancing courses.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Effective MAR 16 SSD 3 is a prerequisite for consideration for MSG and to attend SLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

SFC: Effective MAR 16 SSD 4 is a prerequisite for consideration for MSG and to attend MLC. Note: Active Duty Soldiers must continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

MSG: N/A

CSM/SGM: N/A



MOS 18D



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve not less than 36 consecutive months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow on assignment. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Black Daggers, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

SFC: Serve as the Senior Medical, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. To be considered eligible for selection for promotion to MSG/18Z, SFC should successfully serve not less than 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODF, or SFODH to MACOM level). The 18B assigned to the SFODE or SFODG is the Senior Weapons Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level. Special assignments include USAJFKSWCS Instructor, CMF 18 Branch Manager, CMF 18 Career Manager, Black Daggers, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC), Inter-Agency. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

MSG: N/A

CSM/SGM: N/A



MOS 18D



TRAINING

Most qualified looks like:

SSG: All SGTs and SSGs who graduated ALC previously known as the Basic Noncommissioned Officers Course (BNCOC) will be automatically enrolled in SSD level 3 prior to SLC attendance. All CMF 18 Soldiers should strive to successfully complete the Static Line Jumpmaster Course (SLJM). All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT II), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

SFC: All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) as a prerequisite for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance and Target Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Consideration for conventional leadership experience at Team/Section/Squad level should be given when evaluating those SSG with minimal SFODA/SMU experience

SFC: Should have a minimum of 36 months of active component accumulative successful service as on SFODA/SFODE/SFODG/SMU.

MSG: N/A

CSM/SGM: N/A

OTHER INDICATORS

Most qualified looks like:

SSG: A consistently strong pattern of quantifiable ratings by the rater on Soldier's performance (Far exceeds standards). A consistent pattern of Senior Rater comments on potential stating strong potential (Most Qualified) to serve at the next higher grade. Consideration and recognition should be given to SSGs who have been awarded valor awards.

SFC: Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups as well as Multi-Purpose Canine Handlers. Consideration and recognition should be given to SFCs who have been awarded valor awards.

MSG: N/A

CSM/SGM: N/A



MOS 18E



18E- The Special Forces Communications Sergeant provides conventional and unconventional tactical communications support during unilateral, combined, coalition, joint, interagency and multinational operations; employs ODA communications equipment to include HF, VHF, and UHF/SHF radio communications systems to transmit and receive radio messages in voice, continuous wave, and burst radio nets; trains, advises, and supervises the installation and operation of radios, communications procedures, facsimile, wire communications and computer networks; plans, manages, and advises the commander on C4I architecture, communications matters, and communications security up to Special Forces Operating Base (SFOB) level; prepares communications plan and annexes; prepares Signal Operations Instructions/Communication Electronics Operations Instructions (SOI/CEOI); serves as Communications-Electronics (C-E) NCOIC for FOB communications.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Should have 12 months on an SFOD-A; special consideration should be made if SM has 12 months as a Senior on an SFOD-A (must meet TIG/TIS requirements for Fully qualified).

SFC: Should have 12 months as a Senior on an SFOD-A or 12 months rated time as an Operations Sergeant (meets TIG/TIS requirements for Fully qualified); special consideration should be made if a SFC has 24 CONSECUTIVE rated Operations Sergeant (SFOD-A) time then that time counts, the SM does not need to be promotable E-7(P).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Meet time requirements as per TIG/TIS (CMF18 Active Duty Component SSG meets the requirements within the promotion board MILPER message for TIG/TIS), 12 months on an SFODA to be eligible for SFC is no longer a requirement.

SFC: Should have 36 months on SFOD-A in order to be eligible for MSG and meets the CMF18 Active Duty Component SFC requirements within the promotion board MILPER message for TIG/TIS

MSG: N/A

CSM/SGM: N/A



MOS 18E



PHYSICAL FITNESS

Most qualified looks like:

SSG: Soldier should consistently score 285 or better (95 percent in each event).

SFC: Soldier should consistently score 285 or better on the APFT (95 percent in each event).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Should have an 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

SFC: Should have an 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

MSG: N/A

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: It is highly recommended that the Soldier work towards the completion of 90 semester hours, Associate Degree or higher and consideration should be made for those who strive to earn a degree on their own time. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

SFC: Completion of 90 semester hours/Associate degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: Effective MAR 16 SSD 3 is a prerequisite for consideration for MSG and to attend SLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

SFC: Effective MAR 16 SSD 4 is a prerequisite for consideration for MSG and to attend MLC. Note: Active Duty Soldiers must continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

MSG: N/A

CSM/SGM: N/A



MOS 18E



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve not less than 36 consecutive months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow on assignment. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Black Daggers, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

SFC: Serve as the Senior Communications, or Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. To be considered eligible for selection for promotion to MSG/18Z, SFC should successfully serve not less than 36 months on a SFODA, SFODE, SFODG, or SMU. CMF 18 Detachment Assistant Operations Sergeant is the NCO appointed by the Team/Operations Sergeant to be the 2IC, regardless of MOS. The SFODA, SFODE, SFODG, or SMU is the primary war-fighter assignment for a SFC. Other operational assignments include: Staff Operational assignments (SFODB, SFODEF, or SFODH to MACOM level). The 18B assigned to the SFODE or SFODG is the Senior Weapons Sergeant and the SME in Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational and strategic level. Special assignments include USAJFKSWCS Instructor, CMF 18 Branch Manager, CMF 18 Career Manager, Black Daggers, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC), Inter-Agency. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better.

MSG: N/A

CSM/SGM: N/A



MOS 18E



TRAINING

Most qualified looks like:

SSG: All SGTs and SSGs who graduated ALC previously known as the Basic Noncommissioned Officers Course (BNCOC) will be automatically enrolled in SSD level 3 prior to SLC attendance. All CMF 18 Soldiers should strive to successfully complete the Static Line Jumpmaster Course (SLJM). All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Operations Target Interdiction (SOTIC II), Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT II), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course. Cross-training into another CMF 18 MOS is desirable as well.

SFC: All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) as a prerequisite for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance and Target Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course.

MSG: N/A
CSM/SGM: N/A

Highly qualified looks like:

SSG: Consideration for conventional leadership experience at Team/Section/Squad level should be given when evaluating those SSG with minimal SFODA/SMU experience

SFC: Should have a minimum of 36 months of active component accumulative successful service as on SFODA/SFODE/SFODG/SMU.

MSG: N/A
CSM/SGM: N/A

OTHER INDICATORS

Most qualified looks like:

SSG: A consistently strong pattern of quantifiable ratings by the rater on Soldier's performance (Far exceeds standards). A consistent pattern of Senior Rater comments on potential stating strong potential (Most Qualified) to serve at the next higher grade. Consideration and recognition should be given to SSGs who have been awarded valor awards.

SFC: Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups as well as Multi-Purpose Canine Handlers. Consideration and recognition should be given to SFCs who have been awarded valor awards.

MSG: N/A
CSM/SGM: N/A



MOS 18F



18F- Special Forces Intelligence Sergeant- To be considered for retraining to MOS 18F, a Soldier must hold a primary MOS in CMF 18 (18B, C, D or E). After successful completion of the Special Forces Intelligence Sergeant’s Course (SFISC) all SFCs will be awarded MOS 18F, all SSGs and below will maintain their current MOS until promotion to SFC and will be awarded the MOS 18F. The Special Forces Intelligence Sergeant prepares intelligence estimate (analysis) during mission planning and preparation (isolation); employs conventional and unconventional techniques in intelligence collection and processing during unilateral, combined, coalition, joint, interagency, and multinational operations; plans, organizes, trains, advises, assists, and supervises indigenous and allied personnel on collection and processing of intelligence information; establishes intelligence nets, conducts agent handling and prepares agent reports within the operational area; capable of establishing identification through fingerprinting; processes prisoners of war; establishes security plan and performs security duties; maintains all classified documents in the operational area and establishes destruction and evacuation plans; provides area specialist assistance to U.S. Forces and outside agencies.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: N/A

SFC: Should have 12 months as a Senior on an SFOD-A or 12 months rated time as an Operations Sergeant (meets TIG/TIS requirements for Fully qualified); special consideration should be made if a SFC has 24 CONSECUTIVE rated Operations Sergeant (SFOD-A) time then that time counts, the SM does not need to be promotable E-7(P).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A

SFC: Should have 36 months on SFOD-A in order to be eligible for MSG and meets the CMF18 Active Duty Component SFC requirements within the promotion board MILPER message for TIG/TIS

MSG: N/A

CSM/SGM: N/A



MOS 18F



PHYSICAL FITNESS

Most qualified looks like:

SSG: N/A

SFC: Soldier should consistently score 285 or better on the APFT (95 percent in each event).

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A

SFC: Should have an 240 APFT score (80 percent in each event), meet height/weight requirement IAW AR 600-9

MSG: N/A

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: N/A

SFC: Completion of 90 semester hours/Associate degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A

SFC: Effective MAR 16 SSD 4 is a prerequisite for consideration for MSG and to attend MLC. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which should exceed the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

MSG: N/A

CSM/SGM: N/A



MOS 18F



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: A SSG 18F is not granted the MOS officially if they have successfully completed the 18F course until they make SFC. Since they still attend the 18F course, these are the positions the SSG should strive to get. The key and developmental positions are operational assignments of increased responsibility that best prepare Special Forces SSGs to perform the duties and handle the responsibilities of a SFC. Serve as the Junior Weapons, Engineer, Medical, and Communications Sergeant on a SFODA or SMU. The SFODA or SMU is the primary war-fighter assignment for a SSG. A Special Forces SSG should serve not less than 36 consecutive months on a SFODA, SFODE, SFODG, and SMU immediately upon completion of the SFQC before a follow on assignment.

SFC: Serves as a Special Forces Intelligence Sergeant on a SFODA, SFODE, SFODG, or SMU. prepares intelligence estimate (analysis) during mission planning and preparation (isolation); employs conventional and unconventional techniques in intelligence collection and processing during unilateral, combined, coalition, joint, interagency, and multinational operations; plans, organizes, trains, advises, assists, and supervises indigenous and allied personnel on collection and processing of intelligence information; establishes intelligence nets, conducts agent handling and prepares agent reports within the operational area; capable of establishing identification through fingerprinting; processes prisoners of war; establishes security plan and performs security duties; maintains all classified documents in the operational area and establishes destruction and evacuation plans; provides area specialist assistance to U.S. Forces and outside agencies. Special assignments include USAJFKSWCS Instructor, CMF 18 Branch Manager, CMF 18 Career Manager, Black Daggers, Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE), Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), Regional Support Element (RSE)/Special Forces Operational Detachment Foxtrot (SFODF), Jedburgh Company/Special Forces Operational Detachment Hotel (SFODH), Multi-Purpose Canine Handler, Advanced Skills Company Instructor, Recruiter, Drill Instructor (11B OSUT), SMU OTC Instructor, Military Science Instructor (ROTC), Inter-Agency. Special consideration should be given for those SSGs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Instructors, Multi-Purpose Canine Handlers or Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions. Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1+/1+ or better.

MSG: N/A

CSM/SGM: N/A



MOS 18F



TRAINING

Most qualified looks like:

SSG: N/A

SFC: Those Soldiers that have completed the Special Forces Intelligence Sergeants Course (SFISC) will serve as the Detachment Intel SGT/18F. All CMF 18 Soldiers should successfully complete the Static Line Jumpmaster Course (SLJM) as a prerequisite for CMF 18 MSG selection. All CMF 18 Soldiers should strive to become qualified in at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC, formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall Parachutist (MFF), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Supervisor Course (CDSC), Military Free-Fall Jumpmaster Course (MFFJM), Combat Diving Medical Technician (CDMT), Special Forces Mountaineering, Multi-purpose Canine Handlers Course, Special Operations Terminal Attack Controller Course (SOTACC), Recruiter School, Drill Sergeant School, Intermediate Language Training, Advance Language Training, Joint Special Operations University (JSOU) Courses, Battle Staff NCO course, Combat Lifesaver course, Anti-Terrorism/Force Protection I/II, National Interagency/Intergovernmental Course.

MSG: N/A

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A

SFC: Should have a minimum of 36 months of active component accumulative successful service as on SFODA/SFODE/SFODG/SMU.

MSG: N/A

CSM/SGM: N/A

OTHER INDICATORS

Most qualified looks like:

SSG: N/A

SFC: Special consideration should be given for those SFCs who are selected for and serve as U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Chief Instructors, Drill Sergeants, Recruiters or Chief Instructor in the Advanced Skills Companies (ASC) in the Special Forces Groups as well as Multi-Purpose Canine Handlers. Consideration and recognition should be given to SFCs who have been awarded valor awards.

MSG: N/A

CSM/SGM: N/A



MOS 18Z50 MSG/1SG



18Z50- The Special Forces Senior Sergeant (Operations Sergeant/First Sergeant) supervises, instructs and serves as the senior enlisted member for Special Forces activities. The Team/Operations Sergeant 18Z is the senior NCO of the SFODA, SFODE, SFODG, or SMU Team and is responsible for all administrative, operational, and training requirements of the detachment in peacetime and war; supervises all aspects of mission preparation (isolation) and execution. CMF 18 MSGs are the “Subject Matter Experts (SME)” and “Master Trainers” in ARSOF, capable of planning and executing conventional and unconventional combat operations across the spectrum of conflict in support of theatre level objectives in a unilateral, joint, interagency, multinational, combined, or coalition environment. Assignment within the SFODE or SFODG requires the NCO to continue to serve within their assigned CMF18 MOS on the SFODE, SFODF, SFODG, or SFODH and as the SME in advanced special operations, focusing on the direct in-theater requirements of the GCC and TSOC missions. Senior NCO is expected to operate at the operational and strategic level positions. Performs duties associated with SQI "8", "M", "P", "V", "W" and "T".

✓ **ODB/StaffNCOIC.** The CMF18 Senior Sergeant also serves at the SF Company/Battalion through unified or joint command headquarters performing senior leadership, staff, and training functions within Special Forces.

✓ **PRINCIPAL DUTY TITLE ON NCOER SHOULD READ: For Operations Sergeants only; SFOD-A Operations Sergeant, SFOD-B Operations Sergeant, SFOD-E Operations Sergeant or SFOD-G Operations Sergeant**

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: N/A

SFC: N/A

MSG: MSG should have 24 months or more of active component service as the Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU with 12 months of additional successful service as a CMF 18 HRC Branch Manager, CMF 18 Senior Career Manager/ SF Proponent, 1SG, USAJFKSWCS Chief Instructor, SMU Chief Instructor/Cadre, Combat Training Center NCO (JRTC/NTC), Advanced Skill Company (ASC) Chief Instructor, Staff (BN-Theatre), Military Assistance Training Academy (MATA) Detachment NCOIC or 1SG, Sensitive Activities Operations Sergeant designated position serving in the Joint or Interagency, and Military Science Instructor (ROTC). Should possess one or more of the following qualifications, Foreign Language Proficiency Rating (FLPR) based on Defense Language Proficiency Test (DLPT) or Oral Proficiency Interview (OPI) of 1+/1+ or higher.

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A

SFC: N/A

MSG: CMF18 Active Component E8 meets the requirements within the promotion board MILPER message. CMF18 E8s should have a minimum of 24 months of successful active component service as the Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU. If a SFC or SFC(P) serves as a Team/Operations Sergeant on a SFODA, SFODE, SFODG, or SMU; that rated time should count towards the 24 months (Time served must be consecutive). Should have a Foreign Language Proficiency Rating (FLPR) with Defense Language Proficiency Test (DLPT), and or Oral Proficiency Interview (OPI) of 1/1 or higher and should have completed the Static Line Jumpmaster Course.

CSM/SGM: N/A



MOS 18Z50 MSG



PHYSICAL FITNESS

Most qualified looks like:

SSG: N/A
SFC: N/A

MSG: Soldier should consistently score 285 or better (95 percent in each event) on APFT.

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A
SFC: N/A

MSG: All Special Forces NCOs should strive to sustain an excellent degree of physical fitness throughout their entire career. This level of fitness directly correlates to the Special Forces Soldier's combative skills. All Special Forces NCOs must meet height/weight requirement IAW AR 600-9 and a minimum of 240 APFT score (80 percent in each event).

CSM/SGM: N/A

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: N/A
SFC: N/A

MSG: All MSGs will be enrolled automatically into SSD level 4 upon completion of SLC. A consistently strong pattern of quantifiable ratings by the rater on Soldier's performance (Far exceeds standards) and a consistent pattern of Senior Rater comments stating strong potential to serve at the next higher grade. Completion of 120 semester hours Bachelor's Degree or higher. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses. Any civilian education attained while in Special Forces shows an exceptional degree of motivation, however, the absence of any such education should in no way detract from the promotion potential of an otherwise highly qualified NCO.

CSM/SGM: N/A

Highly qualified looks like:

SSG: N/A
SFC: N/A

MSG: A strong pattern of quantifiable rating by the rater and senior rater. Completion of between 90 to 120 semester hours of college credit (more than an Associate's and less than a Bachelor's). Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses. Note: Active Duty Soldiers should continue their Foreign Language Qualification and Cultural skills at the proficiency rating of 1/1 or higher in either the DLPT or the OPI testing standards. The OPI tests the individual in speaking and listening skills while the DLPT tests the individual in listening and reading skills. Both testing standards are reflected on the individuals ERB under the same language with the testing date, however only one (the higher of the two) needs to be used to reflect the score. An individual can have a 0+/1 on the DLPT for a particular language which is not meeting the standard but have a 1+ on the OPI for the same language which exceeds the standard. That individual has a 1+ language rating. When looking at the two scores one must be able to differentiate between the DLPT and the OPI. The testing date must be within 1-year of the last one taken IOT be considered current.

CSM/SGM: N/A



MOS 18Z50 MSG



ASSIGNMENTS (Broadening and Key Developmental) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: N/A

SFC: N/A

MSG: The vast majority of enlisted authorizations in CMF18 are in operational assignments, (for example, the Special Forces Operational Group, Special Forces Operational Detachment Alpha (SFODA), Regional Support Detachment (RSD)/Special Forces Operational Detachment Echo (SFODE) or Jedburgh Detachment/Special Forces Operational Detachment Golf (SFODG), or Special Mission Unit (SMU), with most on a SFODA or SMU Team). Special Forces NCOs will spend most of their career in these war-fighter assignments. Special Forces NCOs, in a typical career, can expect to do a minimum of one staff rotation within an Special Forces Operational Group (SFODB, SFODF, SFODH, BN, or GP) and one TDA assignment (outside the SF GP). Senior NCOs, serving in an Operational Group/SMU (in a staff or similar position), should avoid extended or consecutive assignments (in excess of 48 months) away from the SFODA, SFODE, SFODG, or SMU Team and consecutive (back-to-back) TDA assignments away from the Operational Group/SMU. It is not uncommon for a Special Forces NCO in an SFODE, SFODG, SFODF, SFODH, or SMU to serve most or all of their operational time in that respective unit. Operational assignments include serving as the SFODA, SFODE, SFODG, or SMU Detachment (Team/Operations) Senior Sergeant. The 18Z Team/Operations Sergeant is the senior NCO of the SFODA, SFODE, SFODG, or SMU Team responsible for all administrative, operational, and training requirements of the detachment in peacetime and war; supervises all aspects of mission preparation (isolation) and execution. CMF18 MSGs are the “Subject Matter Experts (SME)” in ARSOF; capable of planning and executing conventional and unconventional combat operations across the spectrum of conflict in support of theatre level objectives in a unilateral, joint, interagency, multinational, combined, or coalition environment. The SFODE/SFODG Team Sergeant is the SME in all matters pertaining to Advance Special Operations, focusing on the direct in-theater requirements of the GCC and TSOC Operational Plans. Their work environments will be at the tactical, operational, and strategic levels. The SFODA, SFODE, SFODG, or SMU is the primary warfighter assignment for an E8. Other operational assignments include: 1SG, ASC, SFODB, SFODF, SFODH, BN, or GRP headquarters. Special assignments include USAJFKSWCS Chief Instructor, CMF 18 HRC Branch Manager, CMF 18 Senior Career Manager/ SF Proponent, 1SG, Black Daggers, SMU Chief Instructor/Cadre, Combat Training Center NCO (JRTC/NTC), Advanced Skill Company (ASC) Chief Instructor, Staff (BN-Theatre), Inter-Agency, and Military Science Instructor (ROTC). Possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better. Note: Time served as an instructor in the Advanced Skills Companies or as a Multi-Purpose Canine Handler should count towards a SWCS tour for time counted if that time is 36 months consecutive; but not towards SWCS Levy TDA positions.

CSM/SGM: N/A



MOS 18Z50 MSG



TRAINING

Most qualified looks like:

SSG: N/A

SFC: N/A

MSG: The Special Forces E8 should be a graduate of the Static Line Jumpmaster Course and at least one advanced skill such as; Ranger School, Special Forces Sniper Course (SFSC formerly SOTIC I), Special Forces Advanced Reconnaissance, Target-Analysis and Exploitation Techniques Course (SFARTAETC), Special Forces Intel Sergeant Course (SFISC), Combat Diver Qualification Course (CDQC), Combat Diving Medical Technician (CDMT), Dive Supervisor (CDSC), Military Free-Fall Parachutist (MFF), Free Fall Jump Master (FFJM), SMU Operator's Training Course (OTC), Advance Training and Language Course (ATLC), Advanced Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC).

CSM/SGM:

Highly qualified looks like:

SSG: N/A

SFC: N/A

MSG: The Special Forces E8 should be a graduate of the Static Line Jumpmaster Course and one advanced skill.

CSM/SGM:

OTHER INDICATORS

Most qualified looks like:

SSG: N/A

SFC: N/A

MSG: To be considered eligible for selection for promotion to SGM, MSGs should successfully serve no less than 24 months as an SFODA, SFODE, SFODG, or SMU Team/Operations Sergeant. MSGs should avoid extended or consecutive assignments (in excess of 48 months) outside the Operational Group or SMU. Completion of 120 semester hours/Bachelor's Degree or higher. Although civilian education is not a requirement it is highly recommended; consideration should be made for those who strive to earn a degree on their own time however should not impose or interfere with any portion of the individuals duty scope. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses. Consideration and recognition should be given to MSGs who have been awarded valor awards.

CSM/SGM:



MOS 18Z60 SGM/CSM



18Z60- The Special Forces Senior Sergeant (Sergeants Major/Command Sergeants Major)

(1) The SGM is the senior Non-Commissioned Officer of a Special Forces Company (O-4 level of command) or serves as an Operations Sergeant at the various levels of command from the battalion level through various senior level headquarters. Additionally, Special Forces SGMs can serve in a variety of key positions that require senior NCO experience. In the role of a Special Forces Company SGM, he is the primary advisor to the commander on all matters pertaining to enlisted personnel, individual training, and advance skills training. He provides vast experience and knowledge to the commander in regards to Soldier equipment and experience in combat operations. He enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command. He provides counsel and guidance to the NCOs within their company. In other roles as an Operations SGM, he fills a key staff role within the commands managing the daily activities and operations for the headquarters he is assigned. He also coordinates and oversees the daily activities of a deployed Joint Operations Center (JOC). He provides seasoned experience in all aspects of Special Force's missions and operations to the staff.

(2) The Command Sergeants Major (CSM) is the senior Non-Commissioned Officer of a Special Forces Battalion (O-5 level of command) or Group (O-6 level of command). He is the primary advisor to the commander and their staff on all matters pertaining to enlisted personnel, individual training, and advance skills training. He provides vast experience and knowledge to the commander and staff in regards to Soldier equipment and seasoned experience in Special Forces missions and combat operations. He enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command. He provides counsel and guidance to the NCOs and all enlisted personnel within the organization.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: The Best Qualified CMF 18 Active Component SGMs should have 12 months or more of successful service as the Company SGM of a SFODB/SFODF/SFODH/SMU Troop, with 12 months of additional successful service as an Operations SGM of a BN, Group or Higher level Headquarters. Possess the following qualifications, Foreign Language Proficiency Rating (FLPR) of 1+/1+ or better.

Highly qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: While a Highly Qualified CM18 Active Component SGM meets the requirements within the promotion board MILPER message, CMF18 SGMs should have at least 12 months of successful service as a Company SGM of a SFODB/SFODF/SFODH or SMU Troop, completion of the Static Line Jumpmaster Course.



MOS 18Z60 SGM/CSM



PHYSICAL FITNESS

Most qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: Soldier should consistently score 285 or better (95 percent in each event) on the APFT.

Highly qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: Must meet height/weight requirement IAW AR 600-9, 240 APFT score (80 percent in each event).

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: A consistently strong pattern of quantifiable ratings (Far exceeds standards by rater and Most Qualified by Senior Rater) clearly stating strong potential to serve at the next higher grade. Completion of 120 semester hours of study for a Bachelor's Degree or higher.

Highly qualified looks like:

SSG: N/A
SFC: N/A
MSG: N/A

CSM/SGM: A strong pattern of quantifiable rating by the rater and senior rater. Completion of between 90 to 120 semester hours of college credit (more than an Associate's and less than a Bachelor's).



MOS 18Z60 SGM/CSM



ASSIGNMENTS (Broadening and Key Developmental) PROONENTSPECIFIC CHALLENGING / HIGH RISK

SSG: N/A
SFC : N/A
MSG: N/A

CSM/SGM: (1) Special Forces Company SGMs (O-4 level of command (6SASI). The majority of CMF18 authorizations for SGMs and CSMs are in operational assignments (Special Forces Operational Group or SMU). Historically all Special Forces NCOs will spend most of their career in war-fighter assignments within the Special Forces Operational Groups. A Special Forces SGM must be successful in key and developmental positions such as a Company SGM of an SFODB, SFODF, or SFODH (Special Forces Company or SMU Troop (6SASI) in order to qualify to be CSM. Successful performance as a Company SGM in combination with success in other developmental assignments as a Special Forces Operations SGM at the Battalion, Group, and other senior levels of headquarters commands (examples of higher commands: USASOC, 1st SFC (A), USAJFKSWCS, USSOCOM, and the 7 x Theater Special Operations Commands) and OPSDET SGM prepare Special Forces SGMs to be qualified to perform the duties as a Special Forces CSM. While the Company SGM position is the cornerstone of the career path, the Operations SGM positions at the Special Forces Group or higher have increased responsibility which include managing joint operations OCONUS in Combined and Joint Special Operations Task Force Headquarters, (examples are SOJT F-I, SOJT F-A, SOJT F-OH or other designated Task Forces). These assignments include the Joint Staff in Washington DC, Inter-Agency positions, Defense Threat Reduction Agency, National Assessment Group, and LNOs in specified countries worldwide. Assignments that are also enhancing following a tour in the operational force include; Assistant Commandant USAJFKSWCSNCOA, and Instructor at the Joint Special Operations Forces Senior Enlisted Academy or United States Army Sergeants Major Academy are a few of these assignments. SGMs should avoid extended or consecutive assignments (in excess of 48 months/back-to-back) in TDA assignments in USAJFKSWCS or staff assignments away from the operational force (Special Forces Group or SMU Squadron) prior to completing an assignment as a Company/Troop SGM. SSD level 5 is a prerequisite for Nominative Assignments.

(2) Special Forces Battalion CSMs (O-5 level of command (6C ASI). The majority of positions reside in the operational force, (Special Forces Group and SMU Squadron/Unit) with some positions residing in the generating force in TDA assignments at USAJFKSWCS. The goal is to bring operational experience to the generating force so CSMs selected for a second CSM tour will normally be slated to serve in a generating force assignment in the USAJFKSWCS. Not all CSMs will have a tour in the operational force and generating force before being selected for an O-6 level position. The key developmental position is obtained in the Special Forces Operational Battalion and enhanced by a tour as a CSM in the generating force.

(3) Special Forces Group CSMs (O-6 level of command (7C ASI). The majority of positions reside in the operational force, (Special Forces Group and SMU Unit) with some positions residing in the generating force in TDA assignments at USAJFKSWCS (Special Warfare Medical Group (SWMG(A)), Special Warfare Training Group (SWTG(A)), Special Warfare Education Group (SWEG(A)), NCOA Commandant). Most CSMs selected to the Group level will spend most of their assignments in the operational force. CSMs selected for a second CSM assignment will normally be slated to serve in a generating force assignment in the USAJFKSWCS or an assignment to one of the O-6 level CSMs positions in a TSOC or deployed headquarters. Not all CSMs will have a tour in the operational force and generating force before being selected for a nominative CSM level position. Some CSMs will be selected to the generating force O-6 level positions without O-6 level experience in the operational force based on availability. The key developmental position is proven excellence in the Special Forces Operational Group (O6 level) command prior to a nominative CSM position and enhanced by a tour as a CSM in the generating force or served a second tour in an O6 level position in a TSOC or deployed headquarters. Positions for SGM (7SASI) are as follows: TSOC J-3 SGM/USASOC G-3 SGM/Proponent SGM.

(4) Operational assignments.

(1) The Special Forces Battalion and Group is the primary operational and war-fighter assignment for a SGM and CSM. These positions range from the Operational Company/Group level assignments to the operational assignments in a Theater Special Operations Command or in a deployed task force/command. Some select SGMs will also see assignments to senior commands and nominative SGM positions at the Joint Staff and USSOCOM levels. Some SGMs will also see assignment to the generating force USAJFKSWCS, SWTG (A), SWEG (A), SWMG (A) and NCOA.

(2) CSMs can expect primarily operational assignments with a select few having an assignment to the generating force USAJFKSWCS, SWTG (A), SWMG (A), SWEG (A), NCOA Commandant, or to deployed Task Forces/commands. CSMs who are qualified at the Battalion or Group level from CSM tours but were not selected by the ARSOF CSM CSL for another command position may be slated for Operations assignments at the senior headquarters, USASOC, 1st SFC (A), USAJFKSWCS, the 7 x Theater Special Operations Commands and nominative SGM positions at the Joint Staff and USSOCOM.

(3) CSMs who have completed a minimum of one tour at the O-6 level are competitive for assignment to the nominative CSM level. These positions include 1st SFC (A), USAJFKSWCS, SOCCENT, SOCEUR, SOCAFRICA, SOCPAC, SOCSOUTH, SOCKOR, JFSOC, ODRP, JSOC and other Army nominative assignments at the 1 and 2 star levels. CSMs who have completed one nominative assignment are competitive for assignment to the following nominative assignments USSOCOM, USASOC, JSOC, NATO Special Operations Command and other senior Army nominative assignments at the 3 and 4 star levels. All 18Z CSMs selected for a nominative assignment will change to MOS 00Z CSM and awarded 8C ASI.

(5) Special assignments. Nominative SGM and CSM assignments to DDSO on the Joint Staff; USSOCOM; all Theater Special Operations Commands; National Assessment Group; Defense Threat Reduction Agency; NATO SOF, AWG, 1st SFC (A), and USAJFKSWCS are all coordinated through the Office of the CSM United States Army Special Operations Command.



MOS 18Z60 SGM/CSM



TRAINING

Most qualified looks like:

SSG: N/A

SFC: N/A

MSG: N/A

CSM/SGM: The completion of one or more advanced skill/functional courses such as Ranger, Special Forces Sniper Course (SFSC), Special Forces Advance Reconnaissance, Target-Analysis, and Exploitation Techniques Course (SFARTAETC), Combat Diver Qualification Course (CDQC), Military Free-Fall (MFF), SMU Operator's Training Course (OTC), Advance Language Training (ATLC), Advance Special Operations Techniques (ASOT III), Special Warfare Training Course (SWTC), Special Forces Intel Sergeant Course (SFISC), Dive Supervisor Course (CDSC), Military Free-Fall JM (MFFJM), Combat Diving Medical Technician (CDMT).

Highly qualified looks like:

SSG: N/A

SFC: N/A

MSG: N/A

CSM/SGM: The completion of one advanced skill and possess a Foreign Language Proficiency Rating on a Defense Language Proficiency Test or Oral Proficiency Interview of 1/1 or better.

OTHER INDICATORS

Most qualified looks like:

SSG: N/A

SFC: N/A

MSG: N/A

CSM/SGM: The OPTEMPO of operational assignments may limit the opportunity for civilian education; however, those SGMs willing to make the required sacrifices should seize the available opportunities. Ideally, a SGM should have completed 120 semester hours or a Master's Degree by 25 years' Time in Service (TIS) and continue studies towards an upper level degree. The SGM 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 SGM. Soldiers should strive for recognition as a Distinguished Honor Graduate, Honor Graduate, or top 20% Commandants List during NCOES or MOS enhancing courses. Consideration and recognition should be given to SFCs who have been awarded valor awards. Also, special consideration should be given for those SGMs who are selected for and serve as OPSDET/BN OPS/SWCS Company SGM.