



CMF 79 Progression Chart

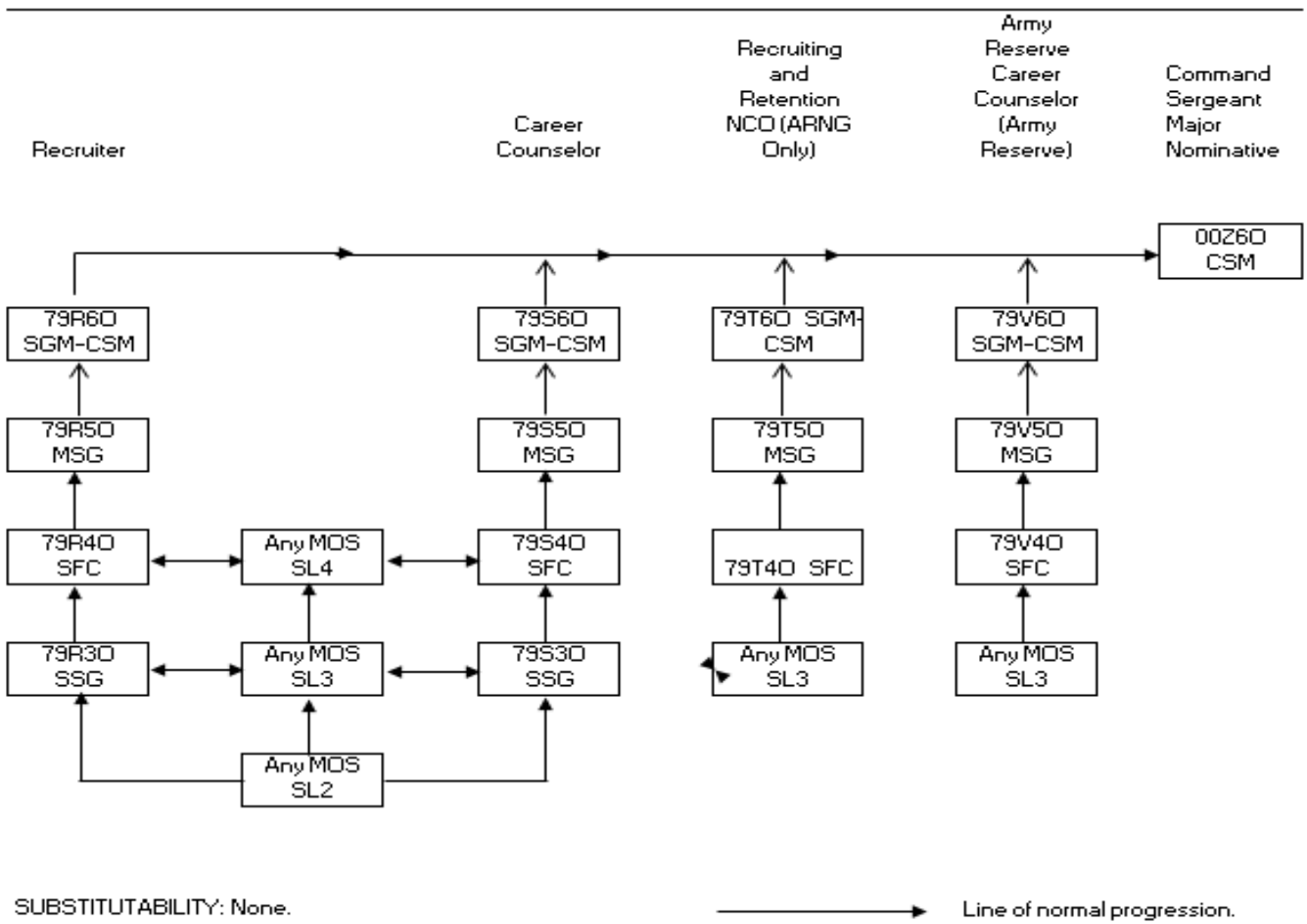


Figure 10-79. CMF 79 - Recruiting and Retention Career Progression



MOS 79R



Recruiters are agile and adaptable Army professionals who display moral character, competence and resolute commitment while serving in positions of special trust and authority. Recruiters conduct initial accession operations, and in-service special mission recruiting in a decentralized geo-dispersed environment throughout the United States and its territories; as well as the American communities in Europe and Asia. Recruiters are charged with the mission to recruit America's best volunteers to enable the Army to win in a complex world.

LEADERSHIP POSITIONS

Most-qualified looks like:

SSG: 36 highly successfully rated months (at time of board) as a Recruiter, Deputy Station Commander or Station Commander

SFC: 36 highly successfully rated months (at time of board) as a Station Commander

MSG: 24 highly successfully rated months (at time of board) as a First Sergeant

CSM/SGM: Highly successful rated time as a BN/BDE CSM

Highly-qualified looks like:

SSG: 36 successfully rated months (at time of board) as a Recruiter

SFC: 36 successfully rated months (at time of board) as a Station Commander

MSG: 24 successfully rated months (at time of board) as a First Sergeant

CSM/SGM: Successful rated time as a BN/BDE CSM



MOS 79R



PHYSICAL FITNESS

Most-qualified looks like:

SSG: 90 points or higher in each testable event on ACFT

SFC: 90 points or higher in each testable event on ACFT

MSG: 90 points or higher in each testable event on ACFT

CSM/SGM: 90 points or higher in each testable event on ACFT

Highly-qualified looks like:

SSG: 80-89 points in each testable event on ACFT

SFC: 80-89 points in each testable event on ACFT

MSG: 80-89 points in each testable event on ACFT

CSM/SGM: 80-89 points in each testable event on ACFT

MILITARY/CIVILIAN EDUCATION

Most-qualified looks like:

SSG: Associate's degree or 60 semester hours

SFC: Senior Leader Course, Honor Graduate, Leadership awardee; Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree

MSG: Master Leader Course, Honor Graduate; Bachelor's degree or higher

CSM/SGM: USASMC, Commandant's List; Master's degree or higher

Highly-qualified looks like:

SSG: 30 to 59 semester hours or working towards an Associate's degree

SFC: Senior Leader Course, Commandant's List; Associate's degree plus 1 to 29 semester hours or 60 to 89 semester hours towards a Bachelor's degree

MSG: Master Leader Course, Commandant's List; 90 to 120 semester hours

CSM/SGM: Bachelor's Degree; USASMC



MOS 79R



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

SSG: None

SFC: Investigation Team NCO/Liaison NCO/SARC NCO/SHARP NCO/ AMEDD Recruiting NCO, Assistant Operations NCO, Doctrine NCO, Guidance Counselor, Instructor/Writer, Master Trainer, Operations NCO, Professional Development NCO (G-1), Research and Integration NCO, SORB Recruiter, Training Developer, Training Management, Virtual Recruiter, Virtual Recruiting Station Commander

MSG: Assistant Inspector General (RA and AR), Equal Opportunity Advisor, Investigation Team NCOIC, Liaison NCOIC, SARC NCOIC, SHARP NCOIC/ Faculty and Staff Development Division NCOIC/Instructor/Writer for the Company Commander-1SG Course, Research and Integration NCOIC, RRC Division Chief, Senior Guidance Counselor, Senior Master Trainer, Senior Operations NCO, Senior Professional Development NCO (G-1), Senior Personnel Development NCO, Training Management NCOIC

CSM/SGM: USAREC Inspector General SGM, USAREC Investigation Team SGM, USASMA Instructor, USASMA Fellowship Instructor, USAREC Staff SGM positions/USAREC G-3 SGM, Recruiting and Retention College (RRC) Department SGM, CMF 79 Proponent SGM, BDE/BN Operations SGM

* The above positions are listed by category, in alphabetical order.



MOS 79S



Career Counselors serve as a special staff advisor to the Commander and the CSM on all matters relating to retention, reclassification, career development, separations and attrition management.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: MQ and highly enumerated rating while serving at least 24 Months as a battalion level Career Counselor with a population of 500 Soldiers or more

SFC: MQ and highly enumerated rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 1200 Soldiers or more, Senior Retention Operations NCO

MSG: MQ and highly enumerated rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade with 3500 Soldiers or more, Senior Retention Operations NCO at the Corps level or higher, Senior Army Retention Operations NCO, Senior Career Management NCO, Senior Professional Development NCO (HRC), Division Chief (RRC), Senior HRC Analyst (RRB)

SGM: MQ and highly enumerated rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor

Highly qualified looks like:

SSG: HQ rating while serving at least 24 Months as a battalion level Career Counselor with a population of 499 Soldiers or less

SFC: HQ Rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 1199 Soldiers or less, Retention Operations NCO, Instructor/Writer RRC, Small Group Leader (RRC), HRC Analyst (RRB)

MSG: HQ rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 3499 Soldiers or less, Senior Trainer/Developer (RRC), Retention Automations NCO (RRB)

SGM: HQ rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor



MOS 79S



PHYSICAL FITNESS

Most qualified looks like:

- SSG**: 90 points or higher in each testable event
- SFC**: 90 points or higher in each testable event
- MSG**: 90 points or higher in each testable event
- SGM**: 90 points or higher in each testable event

Highly qualified looks like:

- SSG**: 80 points or higher in each testable event
- SFC**: 80 points or higher in each testable event
- MSG**: 80 points or higher in each testable event
- SGM**: 80 points or higher in each testable event

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

- SSG**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Associate Degree
- SFC**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Associate Degree AND 30 Semester Hours toward Baccalaureate Degree
- MSG**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Baccalaureate Degree
- SGM**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Master's Degree

Highly qualified looks like:

- SSG**: 30 or more semester hours towards degree completion
- SFC**: Associate's Degree
- MSG**: Associate Degree AND 30 Semester Hours toward Baccalaureate Degree
- SGM**: Baccalaureate Degree



MOS 79S



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

Soldiers in PMOS 79S are expressly prohibited from performing either permanent or temporary leadership duties such as First Sergeant, Detachment Sergeant, Platoon Sergeant, and Squad Leader.

SSG: Career Counselor

SFC: Senior Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), HRC Analyst, Small Group Leader (SLC NCOA)

MSG: Command Career Counselor, Senior Career Counselor, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO, Professional Development NCO, Senior Analyst HRC, Division Chief RRC, Senior Trainer/Developer, Retention Automations NCO

SGM: Senior Army Career Counselor, Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Course Instructor



MOS 79S



TRAINING

Most qualified looks like:

SSG: Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

SFC: Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

MSG: Force Management Orientation Course (FMOC), Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

SGM: Force Management Orientation Course (FMOC), Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

OTHER Indicators

Most qualified looks like:

SSG: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

SFC: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

MSG: Division Career Counselor of the Year or higher

SGM: USASMC Commandants List



MOS 79T



Recruits and retains qualified Soldiers for entry into the Army National Guard in accordance with applicable regulations. Supervise recruiting and retention activities.

LEADERSHIP POSITIONS

Most-qualified looks like:

SSG: 36 months of highly successful rated time as a Recruiting and Retention NCO (RRNCO), Director's 54 awardee

SFC: 24 months of highly successful rated time as a Recruiting and Retention Team Leader (RRTL), Director's 54 awardee

MSG: 24 months of highly successful rated time as a Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of highly successful rated time as a Recruiting and Retention Operations SGM

Highly-qualified looks like:

SSG: 36 months of successful rated time as a Recruiting and Retention NCO (RRNCO)

SFC: 24 months of successful rated time as a Recruiting and Retention Team Leader (RRTL)

MSG: 24 months of successful rate time as a successful Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of successful rated time as a Recruiting and Retention Operations SGM, CSM



MOS 79T



PHYSICAL FITNESS

Most-qualified looks like:

- SSG: 90 points or higher in each testable event on ACFT
- SFC: 90 points or higher in each testable event on ACFT
- MSG: 90 points or higher in each testable event on ACFT
- CSM/SGM: 90 points or higher in each testable event on ACFT

Highly-qualified looks like:

- SSG: 80-89 points in each testable event
- SFC: 80-89 points in each testable event
- MSG: 80-89 points in each testable event
- CSM/SGM: 80-89 points in each testable event

MILITARY/CIVILIAN EDUCATION

Most-qualified looks like:

- SSG: DLC 3, Associate's Degree, Distinguished Honor Grad ALC, SLC Completed
- SFC: DLC 4, Bachelor's Degree, Distinguished Honor Grad SLC, MLC Completed
- MSG: DLC 4, Bachelor's Degree, Distinguished Honor Grad MLC
- CSM/SGM: DLC 5, Master's Degree, USASMC Commandants List

Highly-qualified looks like:

- SSG: DLC 3, Working towards an Associate's Degree, Graduate ALC
- SFC: DLC 4, Working towards a Bachelor's Degree, Graduate SLC
- MSG: DLC 4, Bachelor's Degree, Graduate MLC
- CSM/SGM: DLC 5, Bachelor's Degree, USASMC



MOS 79T (T10)



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

SGT: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SSG: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SFC: Recruiting Standards Branch Analyst, Accession Branch NCO, Attrition Management Branch, Advertising and Marketing NCO, NCO Academy Small Group Leader (SGLI)

MSG: Recruiting Operations Center (ROC) Waivers NCO, SR RSB SR Analyst NCO, NGB RSP NCO IC, 79T Proponent NCO, 79T Assignments NCO, 79T NCOA Deputy Commandant, 3 year Title 32 Career Development Tour as a Section Chief or Region 1 SG

CSM/SGM: SMTG SGM, Accession SGM, RSB SGM NGB-HRR Division SGM, TRADOC ARNG SGM



MOS 79T (T32)



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

SGT: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SSG: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SFC: Operations SGT, MEPS Guidance Counselor, IST Coordinator, RSP Readiness NCO, RSP Drill Sergeant, 79T Automation NCO, Marketing and Educational Specialist, SHAPR/SARC NCO, EO Leader, and T10 Career Development Tour as a RCCC, ARNG LNO NCO or a NGB Staff Position

MSG: SR MEPS GC, SR IST & ISR Specialist, SR Marketing and Education Specialist, SR OPS NCO, T10 Career Development Tour as in a NGB Staff Position, Master Trainer

CSM/SGM: NGB-HRR Division SGM, ARNG Enlisted Advisor, TRADOC LNO SGM, RCCC SGM, USASMA Instructor



MOS 79T



TRAINING

Most-qualified looks like:

- SSG: ARNG Recruit Sustainment Program (RSP) Cadre Course; Leadership awardee
- SFC: ARNG Senior Leadership Course and Drill Sergeant Course; Commandant's List, Leadership Award recipient
- MSG: Master Leadership Course (MLC); Commandant's List, Leadership Award recipient, Highest AFPT Score recipient
- CSM/SGM: NA

Highly-qualified looks like:

- SSG: ARNG RSP Cadre Course and Instructor Course
- SFC: ARNG RSP Cadre Course, Instructor Course, ARNG Liaison (LNO)/Initial Active Duty Training (IADT) Course, Transition NCO Course, Reserve Component Career Counselor Course (RCCC), Small Group Instructor Course (SGITC)
- MSG: Company Pre-Command Course, Master Resilience Training, Small Group Instructor Course (SGITC)
- CSM/SGM: United States Army Sergeants Major Academy (USASMA) Graduate

OTHER INDICATORS

Most-qualified looks like:

- SSG: Recruiting Rookie of the Year, NCO of the Quarter/Year, Director's 54
- SFC: Recruiter of the Year, NCO of the Quarter/Year, Director's 54, RSP of the Year
- MSG: NCOIC of the Year, RSP of the Year
- CSM/SGM: N/A



MOS 79V



The Army Reserve Career Counselor (ARCC) directly impacts the U.S. Army Reserve end strength objective by transitioning individual ready reserve (IRR) Soldiers to the selected reserve (SELRES), reenlisting Army Reserve Soldiers, prospecting and assisting Soldiers on the following actions: become Army Reserve warrant officers, apply for Officer Candidate School, access into AGR CMF 79; and assisting in supporting non-participant recovery programs.

LEADERSHIP POSITIONS

Most qualified looks like:

SFC: Successful rated time as Assistant Area Leader, BN or Group Operations NCO, Officer Accessions NCO

MSG: Successful rated time as: 36 months Area Leader, 24 months BN/Group Operations NCO, BN Sustainment NCO

SGM: Successful rated time as: 36 months BN SGM, Group Operations SGM

Highly qualified looks like:

SFC: 24 months successful rated time as ARCC

MSG: 36 months successful as Area Leader

SGM: 24 months successful as BN SGM



MOS 79V



PHYSICAL FITNESS

Most qualified looks like:

SFC: 90 points or higher in each testable event on ACFT

MSG: 90 points or higher in each testable event on ACFT

SGM: 90 points or higher in each testable event on ACFT

Highly qualified looks like:

SFC: 80-89 points in each testable event

MSG: 80-89 points in each testable event

SGM: 80-89 points in each testable event

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SFC: SLC Honor Grad, Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree

MSG: Master Leader Course, Honor Graduate; Battle Staff, Bachelor's degree or higher

SGM: USASMC, Commandant's List; Master's degree or higher and/or Professional Certifications

Highly qualified looks like:

SFC: DLC IV, SLC, Associate's degree plus 1 to 29 semester hours or 60 to 89 semester hours towards a Bachelor's degree

MSG: MLC Commandant's List; 90 to 120 semester hours

SGM: Bachelor's Degree; USASMC, Professional Certifications



MOS 79V



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

SFC: Reserve Component Career Counselor (RCCC), Instructor/Writer, Command Career Counselor, Sustainment NCO, Command Career Counselor, Career Manager (HRC), Training Developer, **BN or Group Operations NCO, Officer Accessions NCO**

MSG: Senior Instructor/Writer, Senior Training Developer/Writer, Senior RCCC Policy Manager, Senior Career Management NCO, Senior RCCC Operations NCO, **Senior Command Career Counselor, Senior Operations NCO, BN/Group Senior Officer Accessions NCO, Senior Sustainment NCO, Group Operations NCO, Theatre Retention Manager, Group Senior IRR NCOIC, Group Reenlistment Incentives and Policies NCOIC**

SGM: Chief Instructor/Writer, Reserve Component Career Counselor SGM, **Group Operations SGM, Senior Army Reserve Career Counselor (DAG1)**



MOS 79V



TRAINING

Most qualified looks like:

SFC: Army Reserve Career Counselor Course/SLC, Honor Grad/Leadership award.

MSG: MLC if applicable.

SGM: USAMC Commandant's List.

Highly qualified looks like:

SFC: Army Reserve Career Counselor Course/SLC, Commandant's List

MSG: MLC if applicable

SGM: USASMC

OTHER INDICATIONS

Most qualified looks like:

SFC: Army Reserve Career Counselor of the Year, Sergeant Audie Murphy, Group Top Production Awards

MSG: CFD-IC, Top Area

SGM: Top BN