



MOS 42A



The Human Resources Specialist plans, develops, interprets, implements, supervises, and performs HR functions in support of every echelon of command across the Army and Department of Defense (DoD) through utilization of the four HR core competencies: Man the Force, Provide HR Services, Coordinate Personnel Support, and Conduct HR Plans and Operations.

LEADERSHIP POSITIONS

Best qualified looks like:

SSG: 18-24 months of successful duty as a battalion (or equivalent) S1 Senior HR Sergeant and at least 12 months of successful duty in a MOS enhancing assignment with MQ rating and highly numerated ranking.

SFC: 18-24 months of successful duty as a Battalion/Brigade S1 Senior HR Sergeant at present or prior NCO rank (SSG or above as indicated by evaluations) and at least 12 months of successful duty in a MOS enhancing assignment with MQ rating and highly numerated ranking.

MSG: 18-24 months of successful duty as a Brigade S1 SR HR SGT at present rank and at least 12 months of successful duty as a 1SG, or in MOS enhancing assignment with MQ rating and highly numerated ranking

CSM/SGM: Serve 18-24 months as a Division G1 SGM; Army Service Component Command G-1; Corps Level G1 Sergeant Major; Battalion/Brigade CSM with MQ rating and highly numerated ranking

Most qualified looks like:

SSG: At least 12 months of successful duty as a battalion S1 SR HR SGT with HQ rating and mid-level numerated ranking.

SFC: At least 12 months of successful duty as a Battalion/Brigade S1 Senior HR Sergeant at present or prior NCO rank (SSG or above as indicated by evaluations) with HQ rating and mid-level numerated ranking.

MSG: at least 12 months of successful duty as a Brigade S1 Senior HR Sergeant at present rank with HQ rating and mid-level numerated ranking

CSM/SGM: Serve 12 months as a Division G1 SGM; Army Service Component Command G-1; Corps Level G1 Sergeant Major; Battalion/Brigade CSM with HQ rating and mid-level numerated ranking



MOS 42A



PHYSICAL FITNESS

Best qualified looks like:

- SSG:** scoring 270 and above on the APFT (90% in each event)
- SFC:** scoring 270 and above on the APFT (90% in each event)
- MSG:** scoring 270 and above on the APFT (90% in each event)
- CSM/SGM:** scoring 270 and above on the APFT (90% in each event)

Most qualified looks like:

- SSG:** scoring 240-269 on the APFT
- SFC:** scoring 240-269 on the APFT
- MSG:** scoring 240-269 on the APFT
- CSM/SGM:** scoring 240-269 on the APFT

MILITARY/CIVILIAN EDUCATION

Best qualified looks like:

- SSG:** Exceeded ALC Course Standards, Leadership Award, Distinguished Honor/Honor Graduate; Associate's Degree
- SFC:** Exceeded SLC Course Standards, Leadership Award, Distinguished Honor/Honor Graduate; Bachelor's degree
- MSG:** Exceeded MLC Course Standards, Leadership Award, Distinguished Honor/Honor Graduate; Some college towards Master's Degree
- CSM/SGM:** Master's Degree

Most qualified looks like:

- SSG:** Exceeded ALC Course Standards, Commandant's List; Some college towards an Associate's Degree
- SFC:** Exceeded SLC Course Standards, Commandant's List; Associate's Degree
- MSG:** Exceeded MLC Course Standards, Commandant's List, Bachelor's Degree
- CSM/SGM:** Some college towards a Master's Degree



U.S. ARMY

MOS 42A



ASSIGNMENTS (Broadening and Key Experience Positions)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Battalion S1 Senior Human Resources Sergeant or Human Resources Sergeant within the Battalion/Brigade/Special Forces Group/Division, Drill Sergeant; Recruiter; DOD / JOINT / NATO Staff; Battalion / Brigade S3 NCO; Defense Attaché; Defense Courier

SFC: Battalion/Brigade/Special Forces Group S1 Senior Human Resources Sergeant and G1/J1 Human Resources Sergeant, Drill Sergeant; Recruiter; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Combat Training Center Observer / Controller; Training with Industry; Defense Attaché; Defense Courier;

MSG: Brigade/Special Forces Group S1 Senior Human Resources Sergeant and Strength Management NCOIC, Noncommissioned Officer Academy Deputy Commandant; Noncommissioned Officer Academy First Sergeant; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Training with Industry; Defense Attaché; Defense Courier; DOD / Joint Staff NCO

CSM/SGM: G1 Sergeant Major (ACOM – 8A), G1 Sergeant Major (DIV, CORPS, MSC, DRU, ASCC), NATO, Battalion / Brigade Command Sergeant Major, Human Resources Sustainment Centers Sergeant Major., Noncommissioned Officer Academy Commandant; Brigade Command Sergeant Major (Garrison, MEPS, WTU); Battalion Command Sergeant Major (HHBN, STB, REC, WTU); Manpower and Reserve Affairs Sergeant Major; Inspector General Sergeant Major; Equal Opportunity Proponent Sergeant Major; Equal Opportunity Sergeant Major; United States Army Sergeants Major Academy Instructor / Fellowship

Army wide Special Duty Assignments are specific, defined and provided in the Annex to the Board MOI



U.S. ARMY

MOS 42A



TRAINING

Best qualified looks like:

SSG: Drill Sergeant School; Recruiter; Ranger School; Postal Operations/Supervisor; Airborne; Air Assault

SFC: Drill Sergeant School; Recruiter; Ranger School; Postal Supervisor Course; HR Plans and Operations; Airborne, Air Assault

MSG: Ranger School; Brigade S-1 Operations; HR Plans and Operations; Airborne; Air Assault

CSM/SGM: Sergeant Major Force Management Course; Battalion/Brigade Pre-Command Course; Airborne; Air Assault

Highly qualified looks like:

SSG: Battle Staff; Manpower/Force Management Course; Joint Military Attaché; Master Resilience Training; Sexual Harassment/Assault Response and Prevention; Master Fitness Trainer

SFC: Battle Staff; Postal Supervisor Course; Manpower/Force Development Course; Joint Military Attaché; Equal Opportunity Advisor; Master Resilience Training; Sexual Harassment/Assault Response and Prevention; Master Fitness Trainer

MSG: Battle Staff; Inspector General; Equal Opportunity Advisor; Master Fitness Trainer

CSM/SGM: Battalion/Brigade Pre-Command Course

OTHER INDICATORS

Most qualified looks like:

SSG: Instructor Badge; Audie Murphy/SGT Morales; AG NCO of the Year/ NCO of the Year (Brigade level or higher); Volunteer Service (MOVSM); Associate in Professional Human Resources Certification (aPHR)

SFC: Instructor Badge; Audie Murphy/SGT Morales; AG NCO of the Year / NCO of the Year (Brigade level or higher); Volunteer Service (MOVSM); Professional in Human Resources (PHR)

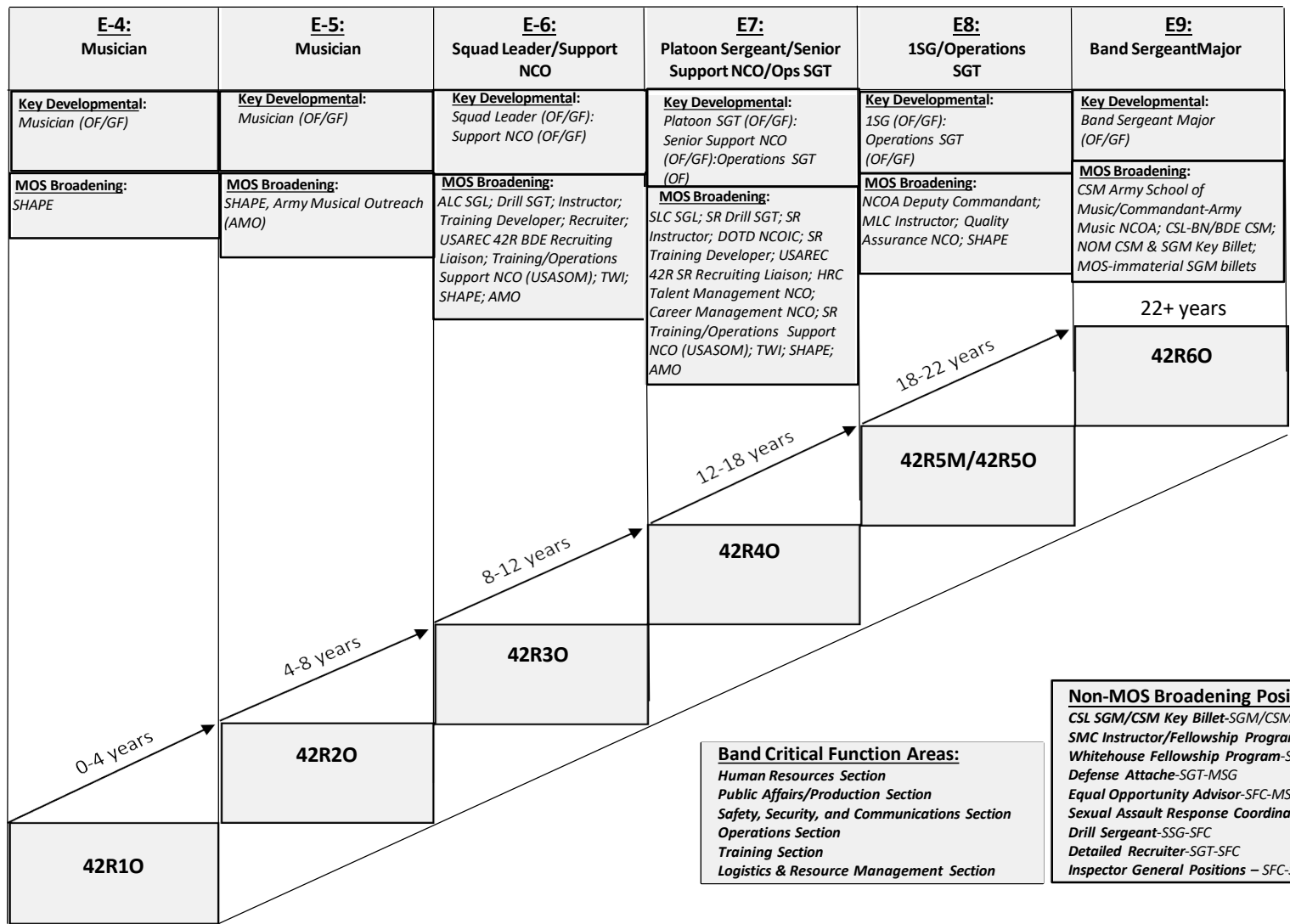
MSG: Instructor Badge; Audie Murphy/SGT Morales; Volunteer Service (MOVSM); Senior in Professional in Human Resources (SPHR) Certification

CSM/SGM: N/A



U.S. ARMY

MOS 42R Progression Chart



Band Critical Function Areas:
 Human Resources Section
 Public Affairs/Production Section
 Safety, Security, and Communications Section
 Operations Section
 Training Section
 Logistics & Resource Management Section

Non-MOS Broadening Positions:
 CSL SGM/CSM Key Billet-SGM/CSM
 SMC Instructor/Fellowship Program-SGM
 Whitehouse Fellowship Program-SGT-SGM
 Defense Attache-SGT-MSG
 Equal Opportunity Advisor-SFC-MSG
 Sexual Assault Response Coordinator-SFC-MSG
 Drill Sergeant-SSG-SFC
 Detailed Recruiter-SGT-SFC
 Inspector General Positions – SFC-SGM/CSM



MOS 42R



The Army Bandsman (42R) demonstrates a unique musical skill set as a member of a Musical Performance Team (MPT), provides direct mentorship and leadership to subordinates, and provides critical function area support at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Squad Leader & Support NCO (multiple assignments Operating Force (OF)/Generating Force (GF), to include MOS Broadening position during career; 24-36 months TIG in Key Developmental position); has demonstrated excellence as MPT Leader throughout career

SFC: Platoon SGT & Senior Support NCO (multiple assignments Operating Force (OF)/Generating Force (GF), to include MOS Broadening position during career; 24-36 months TIG in Key Developmental position); has demonstrated excellence as MPT Leader throughout career

1SG/MSG: First Sergeant & Operations Sergeant (multiple assignments Operating Force (OF)/Generating Force (GF))

CSM/SGM: CSM, USASOM; Band Sergeant Major (multiple assignments Operating Force (OF)/Generating Force (GF)); demonstrated excellence in CSLBN/BDE position

Highly qualified looks like:

SSG: Squad Leader or Support NCO (one assignment), or demonstrated excellence in MOS Broadening position with no TIG in Key Developmental assignment; demonstrated excellence in band critical function area positions at appropriate skill level; demonstrated excellence as Assistant MPT Leader throughout career

SFC: Platoon SGT or Senior Support NCO (one assignment), or demonstrated excellence in MOS Broadening position with no TIG in Key Developmental assignment; demonstrated excellence in critical function support positions at appropriate skill level; demonstrated excellence as MPT Leader throughout career

1SG/MSG: First Sergeant or Operations Sergeant (one assignment), or demonstrated excellence at a Broadening assignment with no 1SG time

CSM/SGM: Band Sergeant Major (one assignment)



MOS 42R



PHYSICAL FITNESS

Most qualified looks like:

SSG: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

SFC: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

1SG/MSG: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

CSM/SGM: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

Highly qualified looks like:

SSG: 240-269 APFT score; 80 points or better in non-profile events

SFC: 240-269 APFT score; 80 points or better in non-profile events

1SG/MSG: 240-269 APFT score; 80 points or better in non-profile events

CSM/SGM: 240-269 APFT score; 80 points or better in non-profile events

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Bachelor's Degree; Honors in multiple PME courses (BLC/ALC/SLC)

SFC: Started Graduate Level course work; Honors in multiple PME courses (BLC/ALC/SLC)

1SG/MSG: Master's Degree; Honors in multiple PME courses (BLC/ALC/SLC/MLC)

CSM/SGM: Master's Degree/Doctoral Degree; Honors in multiple PME courses

Highly qualified looks like:

SSG: Associate's Degree; Honors in one PME course

SFC: 60 Credit Hours or more; Honors in one PME course

1SG/MSG: Bachelor's Degree; Honors in one PME course

CSM/SGM: Bachelor's Degree; Honors in one PME course



U.S. ARMY

MOS 42R



TRAINING

Most qualified looks like:

SSG: One or more: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

SFC: One or more: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

1SG/MSG: One or more: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

SGM/CSM: N/A

Highly qualified looks like:

SSG: Graduate of one or more courses outside of PME track

SFC: Graduate of multiple courses outside of PME track

1SG/MSG: Graduate of multiple courses outside of PME track

CSM/SGM: Graduate of multiple courses outside of PME track

OTHER INDICATIONS

Most qualified looks like:

SSG: Audie Murphy/SGT Morales/Army Band Noncommissioned Officer of the Year/MPT of the Year Member/Installation wide NCO of the Year

SFC: Audie Murphy/SGT Morales/Army Band Noncommissioned Officer of the Year/MPT of the Year Member/Installation wide NCO of the Year

1SG/MSG: Audie Murphy/SGT Morales/Army Band Noncommissioned Officer of the Year/MPT of the Year Member/Installation wide NCO of the Year

CSM/SGM: N/A



MOS 42R



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

SSG: BCT/AIT Drill Sergeant; Brigade Recruiting Liaison; Detailed Recruiter; Defense Attache; NCOA SGL, ALC; Training Developer; Training/OPS Support NCO (USASOM); Assistant Course Manager; Instructor (MPT/ASI); TWI; SHAPE; AMO; **Squad Leader (OF/GF); Support NCO(OF/GF)**

SFC: BCT/AIT Senior Drill Sergeant; Senior Brigade Recruiting Liaison; Defense Attache; Equal Opportunity Advisor; SARC; NCOA SGL, SLC; Inspector General; Talent Management NCO; Career Management NCO; NCOIC-DOTD; Senior Instructor (MPT/ASI); TWI; SHAPE; AMO; Senior Training Developer; Inspector General Positions; **Platoon SGT (OF/GF); Senior Support NCO (OF/GF)**

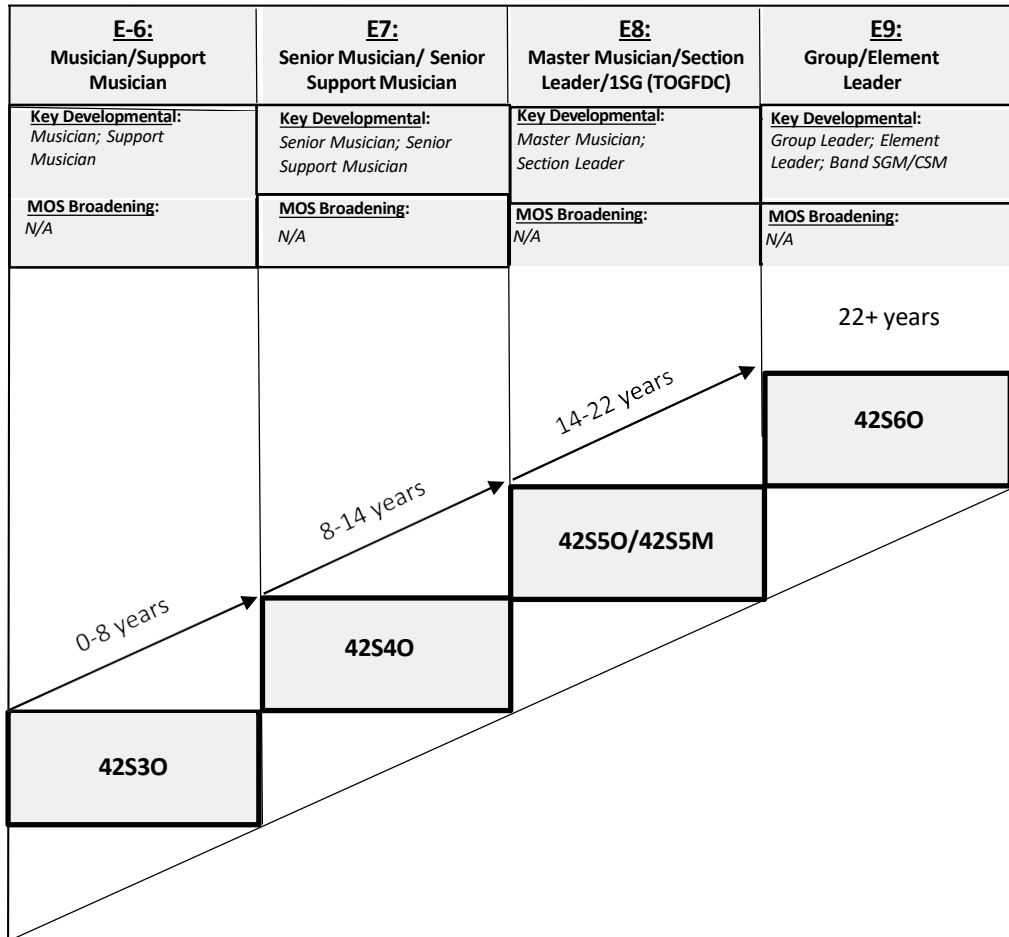
1SG/MSG: MLC Instructor; Inspector General; SARC; Defense Attache; 1SG, USASOM; NCOA Deputy Commandant (USASOM); DOT NCOIC, Quality Assurance NCO; Senior Training Support; SHAPE; **First Sergeant (OF/GF); Operations SGT (OF/GF)**

CSM/SGM: CSM, USASOM; CSM, CSL BN/BDE position; Inspector General NCO; BN/BDE Operations SGM; NOM CSM/SGM; SMC Instructor/Fellowship Program; Whitehouse Fellowship Program; **Sergeant Major (OF/GF)**

Army wide Special Duty Assignments are specific, defined and provided in the Annex to the Board MOI



MOS 42S Progression Chart





MOS 42S



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musician & Support Musician (multiple positions within a Special Band); has demonstrated excellence in training element, group, or sections throughout their career.

SFC: Senior Musician & Senior Support Musician (multiple positions within a Special Band); has demonstrated excellence in training element, group, or sections throughout their career.

1SG/MSG: Master Musician & Section Leader/1SG (TOGFDC); (multiple positions within a Special Band); has demonstrated excellence in training element or group and leading sections; demonstrated excellence as 1SG of TOGFDC throughout career.

CSM/SGM: Group Leader & Element Leader (multiple positions within a Special Band); has demonstrated excellence in performing supervisory and management functions throughout career.

Highly qualified looks like:

SSG: Musician or Support Musician (one position within a Special Band); has demonstrated excellence in training element, group, or sections throughout their career.

SFC: Senior Musician or Senior Support Musician (or position within a Special Band); has demonstrated excellence in training element, group, or sections throughout their career.

1SG/MSG: Master Musician or Section Leader/1SG (TOGFDC); (one position within a Special Band); has demonstrated excellence in training element or group and leading sections; demonstrated excellence as 1SG of TOGFDC throughout career.

CSM/SGM: Group Leader or Element Leader (one position within a Special Band); has demonstrated excellence in performing supervisory and management functions throughout career.



MOS 42S



PHYSICAL FITNESS

Most qualified looks like:

SSG: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

SFC: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

1SG/MSG: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

CSM/SGM: 270 and above (90 per event); 90 points minimum in non-profile events; pursued off duty fitness

Highly qualified looks like:

SSG: 240-269 APFT score; 80 points or better in non-profile events

SFC: 240-269 APFT score; 80 points or better in non-profile events

1SG/MSG: 240-269 APFT score; 80 points or better in non-profile events

CSM/SGM: 240-269 APFT score; 80 points or better in non-profile events

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Master's Degree; continuously sought military education throughout their career.

SFC: Master's Degree; continuously sought military education throughout their career.

1SG/MSG: Post Master's Degree; continuously sought military education throughout their career.

CSM/SGM: Doctoral Degree; continuously sought military education throughout their career.

Highly qualified looks like:

SSG: Bachelor's Degree; 1-3 military courses throughout their career.

SFC: Bachelor's Degree; 1-3 military courses throughout their career.

1SG/MSG: Master's Degree; 1-3 military courses throughout their career.

CSM/SGM: Post Master's Degree; 1-3 military courses throughout their career.



MOS 42S



TRAINING

Most qualified looks like:

- SSG:** Multiple: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)
- SFC:** Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)
- 1SG/MSG:** Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)
- SGM/CSM:** Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

Highly qualified looks like:

- SSG:** One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)
- SFC:** One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)
- 1SG/MSG:** One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)
- CSM/SGM:** One: MRT, SHARP, EOL, SQI 8

OTHER INDICATIONS

Most qualified looks like:

- SSG:** Audie Murphy/Army Band Noncommissioned Officer of the Year/MPT of the Year
Member/Installation wide NCO of the Year
- SFC:** Audie Murphy/Army Band Noncommissioned Officer of the Year/MPT of the Year
Member/Installation wide NCO of the Year
- 1SG/MSG:** Audie Murphy/Army Band Noncommissioned Officer of the Year/MPT of the Year
Member/Installation wide NCO of the Year
- CSM/SGM:** Audie Murphy/Army Band Noncommissioned Officer of the Year/MPT of the Year
Member/Installation wide NCO of the Year



MOS 42S



ASSIGNMENTS (Unit Specific Positions and Key Leadership Positions)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Production Team; Small Performance Group Member; DTS Team; Physical Training Staff; Cadet Mentor; Cadet Sponsor; Club Representative; NST Trainer; Assistant Drum Major; **Musician; Support Musician**

SFC: Administrative Staff; DTS Team, Lodging Coordinator; Physical Training Staff; Producer; Music Liaisons; Support Team Members and SME on DoD State Funeral Team; Assistant Section Leader; Army Music Mentor; Cadet Facilitator; Casualty Notification Officer; Drum Major or Adjunct Drum Major; **Senior Musician; Senior Support Musician**

1SG/MSG: State Funeral Musical Support NCOIC; TUSAB Special Bugler or Drummer, Land Nav NCOIC; Reception Day NCOIC; Assistant Drum Major; Academy Committee Member; JTF-National Capitol Region Inaugural Committee Band Control NCO; **Master Musician; Section Leader; 1SG (TOGFDC)**

CSM/SGM: Administrative Support Positions; **Sergeant Major; Command Sergeant Major; Group Leader; Element Leader; Drum Major (TUSAB); OPS SGM (TOGFDC)**

Army wide Special Duty Assignments are specific, defined and provided in the Annex to the Board MOI