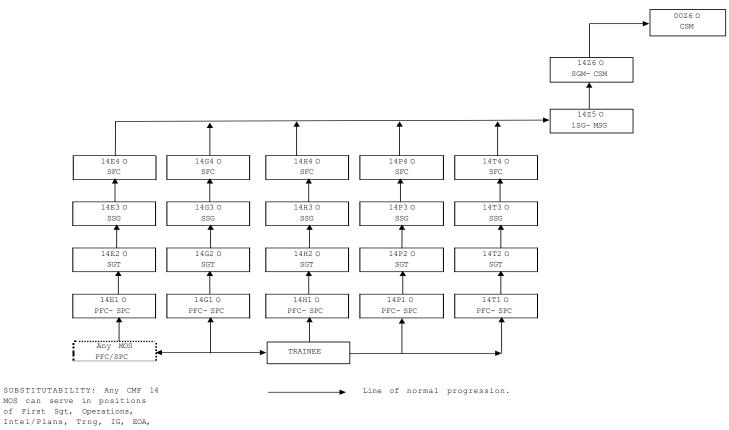


# **CMF 14 Progression Chart**



PATRIOT	AIR DEFENSE	AIR DEFENSE	AIR AND	PATRIOT	AIR DEFENSE	COMMAND
FIRE	BATTLE	ENHANCED	MISSILE	LAUNCHING	SENIOR	SERGEANT
CONTROL	MANAGEMENT	EARLY WARNING	DEFENSE	STATION	SERGEANT	MAJOR
ENHANCED	SYSTEM	OPERATOR	CREWMEMBER	ENHANCED		(NOMINATIVE)
OPERATOR	OPERATOR			OPERATOR		
MAINTAINER				MAINTAINER		



# **14E Talent Development Model**

Associates Degree  Bachelor's Degree											
mo)											
Sensor (THAAD) PSG (18-24 mo)  Recruiter, Drill Sergeant, AMD ADAFCO Element											
NCOA Small Group Leader, AIT Platoon Sergeant,											
OTD/CDID Training Developer/Writer											
SARC, Mast											
	ictor,										
West Point TAC NCO, TAFT Team NCO ADAFCO Course											
Drill Sergeant											
ter Gunner, SHARP, Common Faculty Development-Instructor Course											
t	SARC, Mass ence Instru										





The Patriot Fire Control Enhanced Operator/Maintainer supervises or serves in an ADA unit as a member of an air defense activity engaged in operations or intelligence functions.

### **LEADERSHIP POSITIONS**

#### **Most Qualified looks like:**

SSG: Platoon Sergeant; Section Leader (all 18-24 months)

SFC: First Sergeant; Platoon Sergeant; Fire Direction Chief (18-24 months)

# **Highly Qualified looks like:**

SSG: Operations Sergeant; Senior Engagement Controller (18-24 months)

SFC: Operations SGT (18-24 months)





### **PHYSICAL FITNESS**

### **Most Qualified looks like:**

SSG: Physical Fitness Badge SFC: Physical Fitness Badge

### **Highly Qualified looks like:**

SSG: 540 – 589 on ACFT (No badge) SFC: 540 – 589 on ACFT (No badge)

# **MILITARY/CIVILIAN EDUCATION**

#### **Most Qualified looks like:**

SSG: ALC Honors Awardee/Leadership Award; One year college SFC: SLC Honors Awardee/Leadership Award; Associate's degree

### **Highly Qualified looks like:**

SSG: Commandant's List; Exceeded ALC Course Standards; Some college

SFC: Commandant's List; Exceeded SLC Course Standards; One-two years of college





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

SSG: Trng Sys/Eval NCO (SA); NCOA SGL; Training Developer; Recruiter; Drill Sergeant; AIT PSG; Instructor; TAFT

SFC: Trng Sys/Eval NCO (SA); AMD Test Det Engagement Ctrl NCO; Sr. Career Advisor/Manager (OCADA); Talent Management NCO (HRC); NCOA Sr. SGL; Sr. Training Developer; Recruiter; Drill Sergeant; USMA TAC NCO; SARC; EOA





### **TRAINING**

#### **Most Qualified looks like:**

SSG: Patriot Master Gunner (ASI-T4); THAAD (ASI 7A); Battle Staff; Common Faculty Development-

Instructor Course (CFD-IC)

SFC: Patriot Master Gunner (ASI-T4; THAAD (ASI 7A); Battle Staff; Common Faculty

Development-Instructor Course (CFD-IC)

## **Highly Qualified looks like:**

SSG: UMO; MFT SFC: UMO; MFT

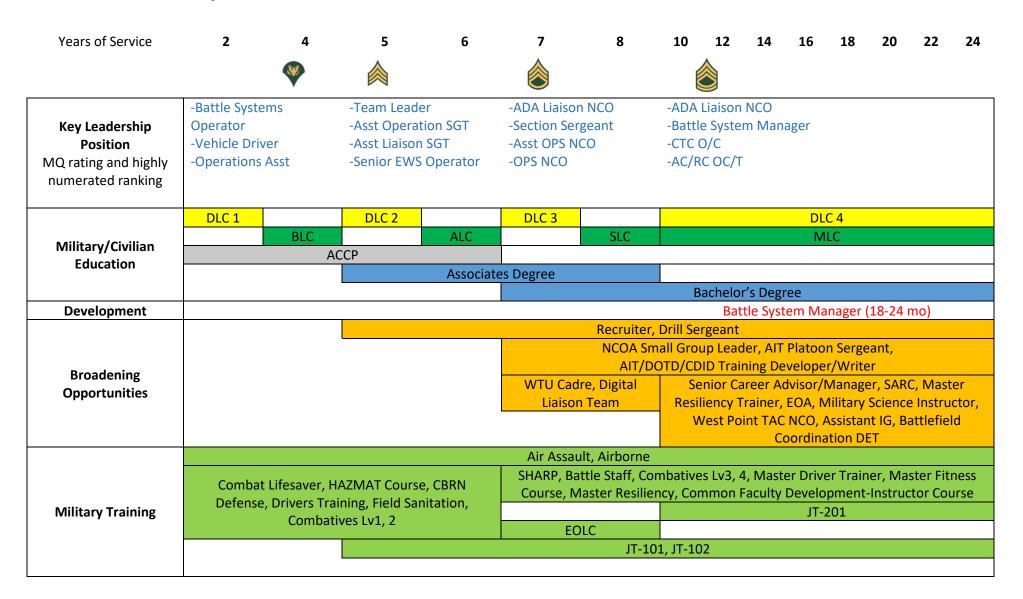
#### **OTHER INDICATIORS**

### Most Qualified looks like:

SSG: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

SFC: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

# **14G Talent Development Model**







The Battle Management System Operator supervises or serves in an Army Air and Missile Defense Command, AD Brigade, Maneuver Battalion, or ADAM cell in conjunction with a Brigade Aviation Element (BAE) as an Air/Ground-Integrator/Manager.

### **LEADERSHIP POSITIONS**

### **Most Qualified looks like:**

SSG: Operations Sergeant (18-24 months)

SFC: Battle System Manager (18-24 months);

### **Highly Qualified looks like:**

SSG: Section Sergeant; S3 NCO (all 18-24 months)

SFC: Operations NCO/Training NCO (all 18-24 months)





# PHYSICAL FITNESS

### **Most Qualified looks like:**

SSG: Physical Fitness Badge SFC: Physical Fitness Badge

#### **Highly Qualified looks like:**

SSG: 540 – 589 on ACFT (No badge) SFC: 540 – 589 on ACFT (No badge)

# **MILITARY/CIVILIAN EDUCATION**

#### **Most Qualified looks like:**

SSG: ALC Honors Awardee/Leadership Award; One year college SFC: SLC Honors Awardee/Leadership Award; Associate's degree

#### **Highly Qualified looks like:**

SSG: Commandant's List; Exceeded ALC Course Standards; Some college

SFC: Commandant's List; Exceeded SLC Course Standards; One-two years of college





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

SSG: AMD Team (2503d Spt Det); Ops SGT, USA Joint Test Act (Aberdeen); Instr/Trnr, USA JTF-S; AD Battle Mgmt Sys Opr, AMD Test Det (WSMR); NCOPDS SGL; Instructor; Training Developer; Recruiter; Drill Sergeant; AIT PSG

SFC: SA ASM(Selective Availability, Anti-Spoofing Module Operator), NATO; TAO(Training Assistance Operator), JTF-South; ADAM Cell OC/T; ADA Operator OC/T; NCOPDS Sr. Instructor; Sr. Training Developer; Recruiter; Drill Sergeant





### **TRAINING**

### **Most Qualified looks like:**

SSG: ADAM/BAE (ASI-C8); Multi-TDL Adv Interop Course (MAJIC); Digital MG (ASI-5C);

Common Faculty Development-Instructor Course (CFD-IC)

SFC: ADAM-BAE (ASI-C8); Joint Interface Control Officer (JICO); Joint Air Tactical Ops (ASI-5A)

Digital Master Gunner (ASI-5C); Common Faculty Development-Instructor Course (CFD-IC)

### **Highly Qualified looks like:**

SSG: Link-16 Joint Interoperability Course; UMO; MFT

SFC: Multi-TDL Adv Interop Course (MAJIC); UMO; MFT

## **OTHER INDICATIORS**

#### **Most Qualified looks like:**

SSG: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

SFC: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

# **14H Talent Development Model**

Years of Service	2	4	5	6	7	8	10	12	14	16	18	20	22	24
		W												
Key Leadership Position MQ rating and highly numerated ranking	-EWS Specialist -OPS Assistant -Team Leader	S	-Team Leade -Engagemen Shift Leader	geant nt Control r PS Sergeant nt	-Early	Sergea Warni Sergea	ng Syst	ems Ma	anager					
	DLC 1		DLC 2		DLC 3						C 4			
Military/Civilian		BLC ACC	D	ALC		SLC				M	LC			
Education		ACC	F	Associa	tes Degree									
			Bachelor's Degree											
Key Development	Early Warning Systems Manager (18-24 mo) First Sergeant (18-24 mo)											))		
	AN/TP	Y-2	AIT Instructor/Writer, AIT Platoon Sergeant, NCOPDS SGL											
			USASMDC OPS Center, Recruiter  FBM Sensor Manager, Drill Sergeant											
Broadening			FBM S	Senior Career Advisor/Manager, JTAGS First										
Opportunities					JTAG	S, OC	_			S Serge				
	Air Assault, Airborne, Basic Space Cadre Course, JT-101, JT-102, Space Fundamentals													
	CBRN Defense, Combat Lifesaver, Driver Training, Field Sanitation, HAZMAT Course, Combative Lv1, 2			Battle Staff, E Master Co		P, FBM Sensor Manager, Space 200								
Military Training				lanager Course										
			AMD ADAFCO	•		Mast	er Fitne	ss Traii	ner, Ma	ster Re	siliency	1		
			JTAGS I		ana ant Instruct	ton Course	1							
			Common Facu	ity Develo	pment-Instruct	tor Course								





The Enhanced Early Warning Operator supervises or serves in a Patriot air defense unit or as a member of an air defense activity engaged in operations or intelligence functions within liaison units.

### **LEADERSHIP POSITIONS**

#### **Most Qualified looks like:**

SSG: Operations Sergeant; Engagement Ctrl Tm Ldr (all 18-24 months)

SFC: First Sergeant/Detachment Sergeant; Early Warning Systems Manager; Operations SGT (JTAGS)

(all 18-24 months)

## **Highly Qualified looks like:**

SSG: Assistant Operations Sergeant (18-24 months)

SFC: FBM Operations Sergeant; Systems Evaluator (all 18-24 months)





# PHYSICAL FITNESS

### **Most Qualified looks like:**

SSG: Physical Fitness Badge SFC: Physical Fitness Badge

### **Highly Qualified looks like:**

SSG: 540 – 589 on ACFT (No badge) SFC: 540 – 589 on ACFT (No badge)

# **MILITARY/CIVILIAN EDUCATION**

### **Most Qualified looks like:**

SSG: ALC Honors Awardee/Leadership Award; One year college SFC: SLC Honors Awardee/Leadership Award; Associate's degree

# **Highly Qualified looks like:**

SSG: Commandant's List; Exceeded ALC Course Standards; Some college

SFC: Commandant's List; Exceeded SLC Course Standards; One-two years of college





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

SSG: Space JTAGS Instructor; SMDC Global Ops-Ops NCO; MDB-FBM Sensor Manager; Theater Missile Warning Engagement Ctrl Tm Ldr; NCOA SGL; Training Developer; Recruiter; Drill Sergeant; Instructor

SFC: Ground Asset Mgmt NCO, JFCC-J31; Ops NCO, US NORTHCOM; Ops NCO, DCS-G3, SMDC/STRATCOM; JTAGS Supervisor, SMDC/STRATCOM Ops Center; AD O/C Tm, USA Joint Modernization Command; Sr. Career Advisor/Manager (OCADA); Talent Management NCO (HRC); NCOA Sr. SGL; Sr. Training Developer; Recruiter; Drill Sergeant; SARC; EOA; USMA TAC NCO





### **TRAINING**

### **Most Qualified looks like:**

SSG: Sensor Mgr Q-Course; Space 200; Multi-TDL Adv Interop Course (MAJIC); Digital MG (ASI-

5C); Common Faculty Development-Instructor Course (CFD-IC)

SFC: Sensor Mgr Ldr Course; Space 300; Joint Interface Control Officer (JICO); Digital Master

Gunner (ASI-5C); Common Faculty Development-Instructor Course (CFD-IC)

### **Highly Qualified looks like:**

SSG: JTAGS-IQT(ASI-Q4); Basic Space Cadre Course (ASCBC 1); MRT; UMO; MFT

SFC: JTAGS-IQT (ASI-Q4); Sensor Mgr Q-Course; Space 200; MRT; UMO; MFT

### **OTHER INDICATIONS**

#### **Most Qualified looks like:**

SSG: SGT Audie Murphy Club, SGT Morales, NCO of the QTR/YR, Instructor of the Year, Curriculum Developer of the Year, Master Instructor; Honorable Order of Saint Barbara (Branch Award)

SFC: SGT Audie Murphy Club, SGT Morales, NCO of the QTR/YR, Instructor of the Year, Curriculum Developer of the Year, Master Instructor; Honorable Order of Saint Barbara (Branch Award)





The AMD Crew Member supervises, operates, or serves as a member of the lightweight, highly mobile, short-range Avenger weapon system.

# **LEADERSHIP POSITIONS**

### **Most Qualified looks like:**

SSG: Squad Leader/ Btry Master Gunner (24 months) SFC: Platoon Sergeant/Bn Master Gunner (24 months)

### **Highly Qualified looks like:**

SSG: Squad Leader (24 Months) SFC: Platoon Sergeant (24 Months)





## PHYSICAL FITNESS

### **Most Qualified looks like:**

SSG: Physical Fitness Badge SFC: Physical Fitness Badge

### **Highly Qualified looks like:**

SSG: 540 – 589 on ACFT (No badge) SFC: 540 – 589 on ACFT (No badge)

# **MILITARY/CIVILIAN EDUCATION**

#### **Most Qualified looks like:**

SSG: ALC Honors Awardee/Leadership Award; One year college SFC: SLC Honors Awardee/Leadership Award;

Associate's degree

### **Highly Qualified looks like:**

SSG: Commandant's List; Exceeded ALC Course Standards; Some college

SFC: Commandant's List; Exceeded SLC Course Standards; One-two years of college





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

SSG: AC/RC OC/T; AIT Instructor; Jumpmaster Instructor, U.S. Army Adv Airborne School; NCOA SGL; Recruiter; Drill Sergeant; Avenger Master Gunner Instructor

SFC: AC/RCOC/T; Operations SGT (1-509 INF REGT); PSG (1-509 INF REGT) Senior Career Advisor/Manager (OCADA); Talent Management NCO (HRC); NCOA Sr. SGL; Training Developer/Writer; Recruiter; Drill Sergeant; West Point Training advisor/Tactical NCO; EOA; ROTC Military Science Instructor; Avenger Master Gunner Instructor; SARC





## **TRAINING**

#### **Most Qualified looks like:**

SSG: Avenger Master Gunner (ASI K7); Battle Staff; Avenger Slew-to-Cue; Airborne; Common

Faculty Development-Instructor Course (CFD-IC); Air Assault

SFC: Avenger Master Gunner (ASI K7); Battle Staff; Avenger Slew-to-Cue; Airborne; Common

Faculty Development-Instructor Course (CFD-IC); Air Assault

### **Highly Qualified looks like:**

SSG: MRT; UMO; MFT; Combatives; EOR; Victim Advocate SFC: MRT; UMO; MFT; Combatives; EOR; Victim Advocate

# **OTHER INDICATIORS**

#### **Most Qualified looks like:**

SSG: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

SFC: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

# **14T Talent Development Model**

Years of Service	2	4	5	6	7	8	10	12	14	16	18	20	22	24
		W												
Key Leadership Position MQ rating and highly numerated ranking	-Launcher Crewmember -Support Section Crewmember -Vehicle Driver/Gunner -Missile Handler/Driver -Support Section Team Leader -Senior Missile Handler				-Force Protection Leader	n Leader -Operations Sergeant tant Operations								
	DLC 1	BLC	DLC 2	ALC	DLC 3	SLC					C 4 LC			
Military/Civilian		ACC	CP CP	ALC		SLC				IVI	LC			
Education				Associa	ites Degree									
									r's Deg					
Development	Launcher Platoon Sergeant (18-24 months)													
			Recruiter, Drill Sergeant, AIT Instructor											
Broadening					eader (SGL), Patriot Master Gunner (PMG) Instructor, int, AIT Platoon Sergeant, DOTD/CDID/AIT Training Developer/Writer									
Opportunities					WTB C	adre	Ser	nior Ca DA, SAI	eer Ad RC, Mas ce Instr	visor, P ter Res	ilience	Traine	r, Milita	
			Field Sanitation, Unit Prevention Leader (UPL), Unit Movement Officer (UMO), Tactical Combatives- Drivers Training Master Combatives-LV 3								-LV2,			
Military Training	Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Drill Sergeant School, Recruiter School, Common Faculty Development-Instructor Course, Master Drivers Training, Equal Opportunity Advisor Course (EOA)													
						aster Gunne rassment/A	-	Respon		•			-	





The Patriot Launching Station Enhanced Operator/Maintainer supervises or serves in an ADA unit or as a member of an air defense activity engaged in OPS or intelligence functions.

### **LEADERSHIP POSITIONS**

### **Most Qualified looks like:**

SSG: Platoon Sergeant/Master Gunner (18-24 months)

SFC: Platoon Sergeant/Master Gunner (18-24 months)

# **Highly Qualified looks like:**

SSG: Launcher Section Chief; Section Leader (all 18-24 months)

SFC: Operations Sergeant (18-24 months)





# PHYSICAL FITNESS

### **Most Qualified looks like:**

SSG: Physical Fitness Badge SFC: Physical Fitness Badge

### **Highly Qualified looks like:**

SSG: 540 – 589 on ACFT (No badge) SFC: 540 – 589 on ACFT (No badge)

# **MILITARY/CIVILIAN EDUCATION**

### **Most Qualified looks like:**

SSG: ALC Honors Awardee/Leadership Award; One year college SFC: SLC Honors Awardee/Leadership Award; Associate's degree

### **Highly Qualified looks like:**

SSG: Commandant's List; Exceeded ALC Course Standards; Some college

SFC: Commandant's List; Exceeded SLC Course Standards; One-two years of college





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

SSG: Patriot LSEO/M; Instructor, Master Resiliency School, USA-CIMT; Launcher Sect Chief, AMD Test Det (WSMR); NCOA SGL; Recruiter; Drill Sergeant; Instructor

SFC: Patriot LSEO/M; ADA Crew OC/T; Talent Management NCO (HRC); NCOA Sr. SGL; USMA TAC NCO; Training Developer; Recruiter; Drill Sergeant; SARC; EOA; Career Manager/Sr. Career Advisor (OCADA)





### **TRAINING**

### **Most Qualified looks like:**

SSG: Patriot Master Gunner (ASI T4); THAAD (ASI X8); Common Faculty Development-Instructor

Course (CFD-IC);

SFC: Patriot Master Gunner (ASI T4); THAAD (ASI X8); Common Faculty Development-Instructor

Course (CFD-IC);

### **Highly Qualified looks like:**

SSG: MRT; UMO; MFT SFC: MRT; UMO; MFT

# **OTHER INDICATIORS**

#### **Most Qualified looks like:**

SSG: SGT Audie Murphy Club; SGT Morales; NCO of the QTR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)

# **Highly Qualified looks like:**

SFC: SGT Audie Murphy Club; SGT Morales; NCO of the QTR/YR; Instructor of the Year; Curriculum Developer of the Year; Master Instructor; Honorable Order of Saint Barbara (Branch Award)





The Air Defense Senior Sergeant supervises, plans, and coordinates unit operations, and directs the emplacement, operation, unit-level maintenance, and management of ADA weapons systems in support of ADA units at all levels.

#### **LEADERSHIP POSITIONS**

### **Most Qualified looks like:**

MSG: Bn Ops SGM (12-18 months); HHB Bde/Bn First Sergeant (18-24 months); First Sergeant (24-

36 months); AD Master Evaluator (18-24 months)

CSM/SGM: Command Sergeant Major (7C/6C); Operations SGM (7S (AAMDC), 7S (BDE));

Proponent SGM; CMF SGM (HRC)

### **Highly Qualified looks like:**

MSG: Operations SGT; Intelligence SGT (all 18-24 months)

CSM/SGM: Bn Operations SGM (6S)





# PHYSICAL FITNESS

#### **Most Qualified looks like:**

MSG: Physical Fitness Badge

CSM/SGM: Physical Fitness Badge

#### **Highly Qualified looks like:**

MSG: 540 – 589 on ACFT (No badge)

CSM/SGM: 540 – 589 on ACFT (No badge)

### **MILITARY/CIVILIAN EDUCATION**

#### **Most Qualified looks like:**

MSG: MLC Honors Awardee/Leadership Award; Bachelor's degree

CSM/SGM: USASMA Honors Awardee/Leadership Award; Masters Degree

### **Highly Qualified looks like:**

MSG: Commandant's List; Exceeded MLC Course Standards; Three years college

CSM/SGM: Commandant's List; Exceeded USASMA Course Standards; Four years college





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

MSG: Sr. ADA Advisor, Avn TAFT Tm; HHC 1SG, SMDC/ARSTRAT; HHC 1SG, SMDC (Kwajalein); MLC SGL, USASMA; Operations SGT, HHC ASG- KU; ADA NCO Advisor, CENTCOM SAO (SA); ADA Sr. OC/T; NCOA Chief

CSM/SGM: DCS-G3 Ops, SMDC/ARSTRAT; Dir SGM/Chief RDTE, USA-OPTEC; TAMD Coord SGM, AAMDC; Security Forces Assistance Brigade (SFAB)

Proponent SGM (OCADA); CMF SGM (HRC)





#### **TRAINING**

#### **Most Qualified looks like:**

MSG: Patriot Master Gunner (ASI T4); Avenger Master Gunner (ASI-K7) Advanced Space Ops School (ASOpS); First Sergeant Course; SEJPME II; Common Faculty Development-Instructor Course (CFD-IC)

SGM: HTAR Course; Advanced Space Ops School (ASOpS); Manpower and Force Management Course (MFMC)

### **Highly Qualified looks like:**

MSG: Basic Space Cadre Course (ASCBC 1); Training Developer Course; Battle Staff

CSM/SGM: Space 200/300; SEJPME II; PCC course

## **OTHER INDICATIORS**

#### **Most Qualified looks like:**

MSG: Ancient Order of Saint Barbara (Branch Award)

CSM/SGM: Ancient Order of Saint Barbara (Branch Award)