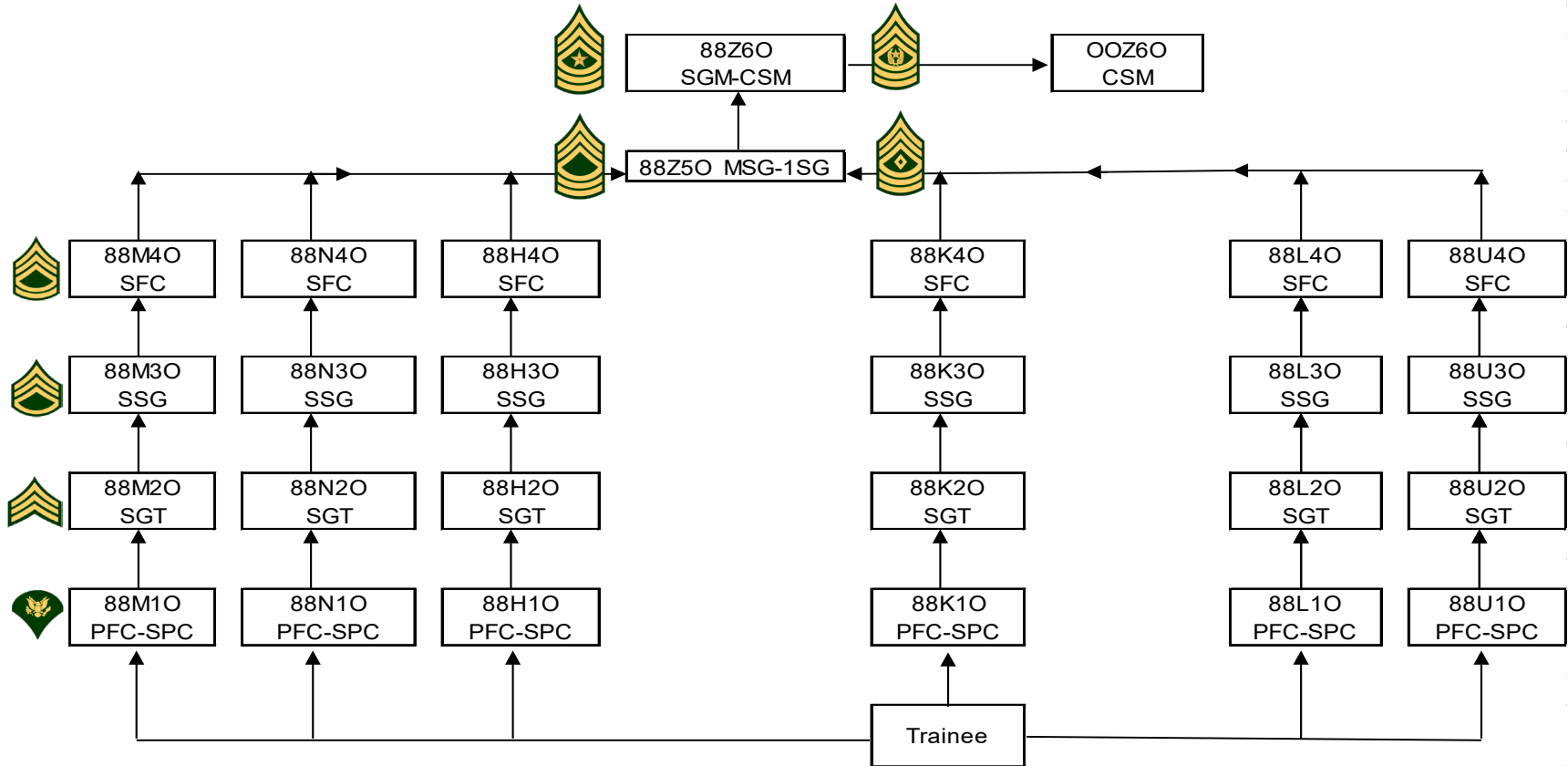


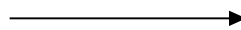


# CMF 88 Progression Chart

Motor Transport Operator	Traffic Management Coordinator	Cargo Specialist	Transportation Senior Sergeant	Watercraft Operator	Command Sergeant Major Nominative	Watercraft Engineer	Railway Specialist (Reserve Component)
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SUBSTITUTABILITY: None



Line of normal progression



U.S. ARMY

# 88H Talent Development Model

Years of Service

2 4 6 8 10 12 14 16 18 20 22 24 26 28 30



### Key Leadership Position

MQ rating and highly numerated ranking

<p><a href="#">Cargo Checker</a>  <a href="#">Container Handler</a>  <a href="#">Senior Forklift Operator</a>  <a href="#">Senior Crane Operator</a>  <a href="#">Cargo NCO</a>  <a href="#">Terminal Ops NCO</a></p>	<p><a href="#">Section Chief</a>  <a href="#">Assistant Operations SGT</a>  <a href="#">Terminal Ops NCO</a>  <a href="#">Foreman</a>  <a href="#">Load Planner</a>  <a href="#">Stow Planner</a>  <a href="#">Cargo NCO (SDDC)</a></p>	<p><a href="#">Platoon Sergeant</a>  <a href="#">Operations Sergeant</a>  <a href="#">Terminal Operations Sergeant</a>  <a href="#">Detachment SGT/Section SGT</a>  <a href="#">Terminal Ops</a>  <a href="#">Cargo NCO</a>  <a href="#">Terminal Ops NCOIC (SDDC)</a></p>
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### Military/Civilian Education



### Career Development

<p>Section Chief  Squad Leader  Foreman  Operations Sergeant  Assistant Operations SGT  Assistant Plans NCO  Load Planner  Cargo Handler</p>	<p>Platoon Sergeant  Operations Sergeant  Terminal Ops NCO/SGT  Detachment Sergeant  Chief Movements Supervisor</p>
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### Broadening Opportunities



### Military Training





# MOS 88H

The **Cargo Specialist** provides staff supervision, policy, and guidance for personnel and cargo movements by air, rail, motor and water transport; transfers or supervises the transfer of passengers and cargo by manual and mechanical methods

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Section Chief; 24 months Foreman; 24 months Load Planner/Cargo NCO (SDDC), MQ and highly numerated.

**SFC:** 24 months Platoon Sergeant; 24 months Operations Sergeant; 24 months Terminal Ops NCO(SDDC), 24 months Detachment Sergeant; MQ and highly numerated.

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

**SSG:** 12-18 months Section Chief; 12-18 months Foreman; 12-18 months Assistant Operations Sergeant

**SFC:** 12-18 months Platoon Sergeant; 12-18 months Operations Sergeant; 12-18 months Terminal Operations NCO; 12-18 months Cargo NCO.



# MOS 88H

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480 to 539.

**SFC:** 480 to 539.

---

## MILITARY / CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree

**SFC:** Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree

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

**SSG:** Commandant's list; some college towards a degree

**SFC:** Commandant's list; Associate's Degree



# 88H Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** Drill Sergeant; Recruiter; AIT Platoon Sergeant; Instructor/Writer; ALC Small Group Leader; Security Force Assistance BDE (SFAB); OC/Trainer; Military Attache.

**Career Developmental Positions-** Section Chief (Squad Leader); Foreman; Assistant Operations Sergeant.



SFC

**Broadening-** Drill Sergeant; Recruiter; SLC SGL; Career Advisor (HRC); Training With Industry; Assistant Inspector General; Observer Controller/Trainer; Senior Instructor/Writer; Training Developer; Security Force Assistance BDE (SFAB); Military Equal Opportunity Advisor (MEOA).

**Career Developmental Positions-** Platoon SGT; Operations Sergeant; Terminal Operations Sergeant; Detachment Sergeant.



# MOS 88H

## TRAINING

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

**SSG:** Battle Staff; Air Assault Course; Airborne Course; Instructor Badge

**SFC:** Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; EOL; SARC; Instructor Badge

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

**SSG:** I-CODES; UMODPC; HAZMAT; MRT.

**SFC:** I-CODES; UMODPC; HAZMAT; MRT.

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## OTHER INDICATIONS

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

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year



U.S. ARMY

# 88K Talent Development Model

Years of Service

2 4 6 8 10 12 14 16 18 20 22 24 26 28 30

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Marine Safety NCO Coxswain Leading Seamen Dispatcher</p> <p>Section Sergeant Watercraft NCO Boatswain</p> <p>Platoon SGT Detachment Sergeant Small Tug Vessel Master First Mate Marine OPS NCO</p>
<b>Military/Civilian Education</b>	<p>DLC 1 (yellow box) BLC (green box)</p> <p>DLC 2 (yellow box) ALC (green box)</p> <p>DLC 3 (yellow box) SLC (green box)</p> <p>DLC 4 (yellow box)</p> <p>Associate's Degree (blue box)</p>
<b>Career Development</b>	<p>Watercraft NCO Dispatcher</p> <p>Watercraft NCO Boatswain Section Sergeant</p> <p>Platoon Sergeant Boatswain Operations Sergeant Marine Operations NCO First Mate</p>
<b>Broadening Opportunities</b>	<p>Drill Sergeant, Recruiter (yellow bar)</p> <p>ALC SGL, Instructor (yellow box)</p> <p>SLC SGL, Sr. Instructor, Senior Drill Sergeant, Training Developer, Watercraft Operator (SATMO) (yellow box)</p>
<b>Military Training</b>	<p>Airborne, Air Assault, Recruiter, Drill Sergeant (green bar)</p> <p>Battle Staff, Master Resilience, MFT, SHARP, Operational Contracting Support (ASI 3C), Global Maritime Distress and Safety System, SEJPME I (green box)</p> <p>MEOA, Support Operations, SEJPME II, Senior Transportation Operations Course (green box)</p>



# MOS 88K

The **Watercraft Operator** leads, operates, and performs seamanship duties on Army watercraft. MOS 88K NCOs are trained for independent watercraft operations. Serves as the watercraft subject matter expert (SME) at echelon above brigade staff positions, such as Theater or Expeditionary Sustainment Command (TSC or ESC) G-4 and Theater Movement Control Element (TMCE); provides staff supervision, policy, and guidance for personnel and cargo movement by water transportation.

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Section Sergeant; 24 months Watercraft NCO; 24 months Boatswain.

**SFC:** 24 months Platoon Sergeant; 24 months Detachment Sergeant; 24 months First Mate; 24 months Marine Ops NCOIC; 24 months Operations Sergeant.

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

**SSG:** 12-18 months Boatswain; 12-18 months Section Sergeant; 12-18 months Watercraft NCO;

**SFC:** 12-18 months Platoon Sergeant; 12-18 months Operation Sergeant; 12-18 months First Mate; 12-18 months Marine Operations NCO





# MOS 88K

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480 to 539.

**SFC:** 480 to 539.

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## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree

**SFC:** Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree

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

**SSG:** Commandant's list; some college towards a degree

**SFC:** Commandant's list; Associate's Degree



# 88K Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** ALC SGL; Instructor/Writer; WTU Platoon Sergeant; Drill Sergeant; Recruiter; Watercraft Operations NCO (SATMO).

**Career Developmental Positions-** Watercraft NCO; Boatswain; Section Sergeant.



SFC

**Broadening-** SLC SGL; Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; Watercraft Operator (SATMO); Training Developer.

**Career Developmental Positions-** Platoon Sergeant; Boatswain; Operations Sergeant; First Mate; Marine Operations NCO.



# MOS 88K

## TRAINING

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

**SSG:** Battle Staff; Air Assault; Airborne; Instructor Badge

**SFC:** Battle Staff; Support Opns Course; Air Assault; Operational Contracting Support (ASI 3C); Airborne; SHARP; EOL; SEJPME I and II; Instructor Badge.

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

**SSG:** Global Maritime Distress and Safety System; MRT; MFT; I-CODES

**SFC:** Global Maritime Distress and Safety System; MRT; MFT; I-CODES

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## OTHER INDICATIONS

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

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year



# 88L Talent Development Model

Years of Service

2      4      6      8      10      12      14      16      18      20      22      24      26      28      30

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>2-4: Sr. Marine Enginemem</p> <p>6-12: Assistant Marine Engineer Marine Maintenance NCO Junior Marine Engineer</p> <p>12-30: Platoon Sergeant Operations Sergeant Small Tug Chief Engineer Assistant Engineer Marine Maintenance Supervisor</p>
<b>Military/Civilian Education</b>	<p>DLC 1 (2-4), BLC (3-5), DLC 2 (5-7), ALC (6-8), DLC 3 (10-12), SLC (11-13), DLC 4 (17-19), Associate's Degree (10-16)</p>
<b>Career Development</b>	<p>6-12: Marine Maintenance NCO, Junior Marine Engineer, Assistant Marine Engineer, Marine Maint Instructor</p> <p>12-30: Platoon Sergeant, Marine Maintenance NCO, Assistant Engineer</p>
<b>Broadening Opportunities</b>	<p>4-12: Recruiter, Drill Sergeant</p> <p>6-12: ALC SGL, Instructor, Watercraft Engineer Advisor (SATMO)</p> <p>12-30: Senior Watercraft Engineer Advisor (SATMO) SLC SGL, Sr. Instructor, Senior Drill Sergeant, Training Developer, Career Advisor (HRC), Assistant IG</p>
<b>Military Training</b>	<p>4-12: Airborne, Air Assault, Recruiter, Drill Sergeant</p> <p>6-12: Battle Staff, Master Resilience, MFT, SHARP, Operational Contracting Support (ASI 3C)</p> <p>12-30: MEOA, Support Operations, SEJPME I-II, Senior Transportation Operations Course</p>



# MOS 88L

The **Watercraft Engineer** instructs and supervises marine engine department personnel in all systems maintenance. MOS 88L provides professional support and technical guidance as the maintenance expert for all Army watercraft matters in planning, supervising, and execution of Army and DOD TRANS OPS at the tactical, operational, and strategic levels of war in support of offensive and defensive combat operations.

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Platoon Sergeant; 24 months Marine Maintenance; 24 months Marine Maintenance Supervisor; 24 months Assistant Marine Engineer; 24 months Small Tug Chief Engineer.

**SFC:** 24 months First Sergeant; 24 months Operations Sergeant.

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

**SSG:** 12-18 months Marine Maintenance NCO; 12-18 months Assistant Marine Engineer.

**SFC:** 12-18 months Platoon Sergeant; 12-18 months Marine Maintenance NCO; 12-18 months Assistant Marine Engineer; 12-18 months Small Tug Chief Engineer; 12-18 months Marine Maintenance Supervisor.



# MOS 88L

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480-539.

**SFC:** 480-539.

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## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate, Associate's Degree

**SFC:** Leadership Award, Distinguished Honor/Honor Graduate, Bachelor's Degree

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

**SSG:** Commandant's list; some college towards a degree

**SFC:** Commandant's list; Associate's Degree



# 88L Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** ALC SGL; Instructor/Writer; Drill Sergeant; Recruiter; Watercraft Engineer (SATMO).

**Career Developmental Positions-** Marine Maintenance Sergeant; Marine Maintenance NCO; Junior Marine Engineer; Assistant Marine Engineer.



SFC

**Broadening-** SLC SGL; Military Equal Opportunity Adviser (MEOA); Drill Sergeant; Recruiter; Instructor/Writer; Career Advisor (HRC); Senior Watercraft Engineer (SATMO); Training Developer; Marine Maintenance NCO.

**Career Developmental Positions-** Platoon Sergeant; Marine Maintenance NCO; Assistant Engineer; Small Tug Chief Engineer.



# MOS 88L Training/ Other Indicators

## **Most Qualified looks like:**

**SSG:** Battle Staff; Air Assault, Airborne; Instructor Badge.

**SFC:** Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; SEJPME I; Instructor Badge.

## **Highly Qualified looks like:**

**SSG:** MRT, MFT.

**SFC:** MRT, MFT.

## **Most Qualified looks like:**

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year.

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year.







# MOS 88M

The **Motor Transport Operator** supervises or operates wheeled vehicles to transport personnel and cargo. Operates all wheeled vehicles and equipment over rough terrain and roadways in support of combat operations; Supervises the transportation of all types of cargo and equipment; plans, manages, and monitors motor transport and support operations.

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Platoon Sergeant; 24 months Truckmaster; 24 months Master Driver Trainer (ASI M9)

**SFC:** 24 months First Sergeant; 24 months Operations Sergeant; 24 months Senior Truckmaster; 24 months Detachment Sergeant; 24 months AIT Platoon Sergeant.

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

**SSG:** 12-18 months Squad Leader; 12-18 months Section Sergeant.

**SFC:** 12-18 months Platoon Sergeant; 12-18 months Truckmaster; 12-18 months Operations Sergeant; 12-18 months Section Sergeant.



# MOS 88M

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480 to 539.

**SFC:** 480 to 539.

---

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree

**SFC:** Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree

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

**SSG:** Commandant's list; some college towards a degree

**SFC:** Commandant's list; Associate's Degree



# 88M Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** ALC SGL; Instructor/Writer; Special Operations Command; AIT Platoon Sergeant; Drill Sergeant; Recruiter; Presidential Executive Service (US Army Transportation Agency-WH); White House Communications Agency; Old Guard; Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB).

**Career Developmental Positions-** Squad Leader; Section Sergeant.



SFC

**Broadening-** SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Security Force Assistance BDE (SFAB). Instructor /Writer; Presidential Executive Service (US Army Transportation Agency-WH); White House Communications Agency; Special Operations Command; Theater Special Operations Command; Inspector General NCO; Training With Industry; Military Equal Opportunity Advisor; Career Advisor (HRC); Defense Courier Service; NATO; Old Guard; Training Developer; Ranger Regiment.

**Career Developmental Positions-** Platoon Sergeant; Truckmaster; Operations Sergeant; Section Sergeant.



# MOS 88M

## TRAINING

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

**SSG:** Ranger; Battle Staff; Air Assault; Airborne; MDT (ASI M9); Master Driver (WHTA PDSI G8J); Instructor Badge

**SFC:** Ranger; Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; MDT (ASI M9); SEJPME I and II; Master Driver (WHTA PDSI G8J); Instructor Badge

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

**SSG:** Ammo/Fuel Handlers Course; UMODPC; HAZMAT; MRT; MFT

**SFC:** Ammo/Fuel Handlers Course; UMODPC; HAZMAT; MRT; MFT

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## OTHER INDICATIONS

### **Most qualified looks like:**

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year



# 88N Talent Development Model

Years of Service

2      4      6      8      10      12      14      16      18      20      22      24      26      28      30

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p> <b>Movements NCO</b>  <b>Transportation Management NCO</b> </p> <p> <b>Documents Supervisor</b>  <b>Movements Supervisor</b>  <b>Transportation Management Supervisor</b> </p> <p> <b>Detachment Sergeant</b>  <b>Operations Sergeant</b>  <b>Senior Movements NCO</b>  <b>Trans Logistics NCO</b>  <b>Chief Movements Supervisor</b> </p>
<b>Military/Civilian Education</b>	<p> <span style="background-color: yellow; padding: 2px;">DLC 1</span>      <span style="background-color: yellow; padding: 2px;">DLC 2</span>      <span style="background-color: yellow; padding: 2px;">DLC 3</span>      <span style="background-color: yellow; padding: 2px;">DLC 4</span> </p> <p> <span style="background-color: green; padding: 2px;">BLC</span>      <span style="background-color: green; padding: 2px;">ALC</span>      <span style="background-color: green; padding: 2px;">SLC</span> </p> <p style="text-align: center;"> <span style="background-color: blue; padding: 2px;">Associate's Degree</span> </p>
<b>Career Development</b>	<p> <span style="color: red;">Movements NCO</span>  <span style="color: red;">Movement Supervisor</span> </p> <p> <span style="color: red;">Movements Supervisor</span>  <span style="color: red;">Trans Management Supv</span>  <span style="color: red;">Force Generation NCO</span>  <span style="color: red;">Trans Logistics NCO</span> </p> <p> <span style="color: red;">Senior Movements NCO</span>  <span style="color: red;">Staff Movements NCO</span>  <span style="color: red;">Force Generation NCO</span>  <span style="color: red;">Trans Logistics NCO</span> </p>
<b>Broadening Opportunities</b>	<p style="text-align: center; background-color: yellow; padding: 5px;"> <b>Drill Sergeant, Recruiter, Instructor, Special OPS</b> </p> <div style="display: flex; justify-content: space-around;"> <div style="background-color: yellow; padding: 5px; width: 30%;"> <p>Trans MGT NCO (White House Communications Agency), TRANS MGMT NCO (Special Mission Units)</p> </div> <div style="background-color: yellow; padding: 5px; width: 30%;"> <p>ALC SGL, WHCA, DLA, SMU, USTRANSCOM, Old Guard, SFAB, OC/T</p> </div> <div style="background-color: yellow; padding: 5px; width: 30%;"> <p>SLC SGL, DLA, Career Management NCO, Talent Mgmt NCO (HRC), OC/T, NATO, Defense Attaché, SHARP Victim Advocate, EO, SMU, Training Developer, SARC, Assistant IG, USATA -WH</p> </div> </div>
<b>Military Training</b>	<p style="background-color: green; padding: 5px; text-align: center;">         Airborne, Air Assault, Jumpmaster, ICODES, HAZMAT, GATES, TC-AIMS II, Air Deployment Planning       </p> <p style="background-color: green; padding: 5px; text-align: center;">         Battle Staff, Drill Sergeant, Recruiter, Master Resilience, MFT, SHARP, Operational Contracting Support (ASI 3C), JOPES SPC, JOPES AOC, SEJPME I       </p> <p style="background-color: green; padding: 5px; text-align: center;">         MEOA, Support Operations, Senior Transportation Operations, SEJPME II       </p>



# MOS 88N

The **Transportation Management Coordinator** supervises, monitors, controls and coordinates the movement of personnel, equipment, and cargo by air, rail, highway and water and determines the most efficient mode of transport that accomplishes mission requirements. Supervise cargo documentation and movement control units for all transportation modes.

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Operations Sergeant; 24 months Detachment Sergeant.

**SFC:** 24 months First Sergeant; 24 months Operations Sergeant; 24 months Senior Movements NCO (Detachment Sergeant); 24 months Staff Movements NCO.

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

**SSG:** 12-18 months Movements Supervisor; 12-18 months Movements NCO; 12-18 months Transportation Management Supervisor (equivalent to a section or squad leader).

**SFC:** 12-18 months Senior Movements NCO; 12-18 months Staff Movements NCO; 12-18 months Trans Logistics NCO; 12-18 months Chief Movements Supervisor.



# MOS 88N

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480 to 539.

**SFC:** 480 to 539.

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree

**SFC:** Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree

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

**SSG:** Commandant's list; some college towards a degree

**SFC:** Commandant's list; Associate's Degree





# 88N Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** ALC SGL; Instructor Writer; Special Operations Command; Drill Sergeant; Recruiter; White House Communications Agency; Defense Logistics Agency; Old Guard; Ranger Regiment; Security Force Assistance BDE (SFAB)

**Career Developmental Positions-** Movements Supervisor; Movements NCO; Transportation Management Supervisor



SFC

**Broadening-** SLC SGL; Drill Sergeant; Recruiter; Observer Controller/Trainer; Instructor Writer; White House Transportation Agency; Special Operations Command; Theater Special Operations Command; Defense Logistics Agency; Inspector General NCO; Training With Industry; Equal Opportunity Advisor; Career Advisor (HRC); Career Management NCO (Transportation Corps Proponent); Training Developer; Ranger Regiment; Security Force Assistance BDE (SFAB); SARC (SDDC BDE);

**Career Developmental Positions-** Senior Movements NCO; Staff Movements NCO; Trans Logistics NCO; Chief Movements Supervisor



# MOS 88N

## TRAINING

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

**SSG:** Ranger; Battle Staff; Air Assault; Airborne; JOPES (SQI N); Instructor Badge

**SFC:** Ranger; Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; JOPES (SQI N); SEJPME I; Instructor Badge

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

**SSG:** TC-AIMS II; GATES; ICODES; HAZMAT; UMODPC; MRT; MFT.

**SFC:** TC-AIMS II; GATES; ICODES; HAZMAT; UMODPC; MRT; MFT.

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## OTHER INDICATIONS

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

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year



# 88U Talent Development Model (USAR ONLY)

Years of Service

2      4      6      8      10      12      14      16      18      20      22      24      26      28      30

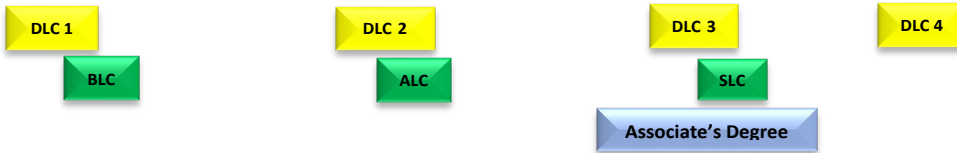


Railway Advisor

Railway Advisor

Senior Railway Advisor

**Key Leadership Position**  
MQ rating and highly numerated ranking



**Military/Civilian Education**

Railway Advisor      Railway Advisor      Senior Railway Advisor

**Key Development**



**Broadening Opportunities**



**Military Training**





# MOS 88U

The **Railway Specialist** provides rail network capability and infrastructure assessments. Performs and assists with rail planning. Coordinates the use of Host nation or contracted rail assets. Establishes liaison with using agencies and representatives of civilian and military railroads. Manages personnel engaged in railway operations.

## LEADERSHIP POSITIONS

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

**SSG:** 24 months Senior Railway Advisor

**SFC:** 24 months Rail Operations Sergeant

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

**SSG:** 12-18 months Railway Advisor

**SFC:** 12-18 months Senior Railway Advisor



# MOS 88U

## ARMY COMBAT FITNESS TEST

### Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

### Highly Qualified

**SSG:** 480 to 539.

**SFC:** 480 to 539.

---

## MILITARY; CIVILIAN EDUCATION

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

**SSG:** Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree.

**SFC:** Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree.

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

**SSG:** Commandant's list; some college towards a degree.

**SFC:** Commandant's list; Associate's Degree.



# 88U Assignment Proponent Specific Challenging / High Risk



SSG

**Broadening-** Instructor/Writer; Drill Sergeant; Recruiter



SFC

**Broadening-** Senior Instructor/Writer; Senior Drill Sergeant; Recruiter; SARC; MEOA.



# MOS 88U

## TRAINING

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

**SSG:** Battle Staff; Air Assault; Airborne; Instructor Badge

**SFC:** Battle Staff; Support Opns Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SHARP; EOL; SEJPME I and II; Instructor Badge

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

**SSG:** UMODPC; ICODES; TCAIMS-II; MRT; MFT.

**SFC:** UMODPC; ICODES; TCAIMS-II; MRT; MFT.

---

## OTHER INDICATIONS

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

**SSG:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year.

**SFC:** Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Military Order of Saint Christopher Award; Transportation Corps NCO of the Year.



# MOS 88Z

The **Transportation Senior Sergeant** supervises the operation and control of movement for personnel and cargo by air, rail, motor transport and water, maintenance-of-way, maintenance of equipment and is a technical expert on all matters relating to transportation operations. Manages and coordinates the operation and maintenance of Army watercraft and maintains records of strength, location and employment of railway personnel and equipment.

## LEADERSHIP POSITIONS

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

**MSG:** 24 months First Sergeant; 24 months BN/BDE Operations Sergeant; 24 months Senior Transportation Supervisor.

**CSM/SGM:** Command Sergeant Major; BN SGM (SDDC); Proponent Sergeant Major; Transportations School Sergeant Major; White House Transportation Sergeant Major; USASMA Instructor; SCOE Log Pro SGM.

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

**MSG:** 12-18 months Transportation Supervisor; 12-18 months Operations Sergeant; 12-18 months Senior Truckmaster.

**CSM/SGM:** CTO SGM; DTO SGM; MTOC SGM; Senior Transportation Supervisor.








# 88Z Talent Development Model

Years of Service

2      4      6      8      10      12      14      16      18      20      22      24      26      28      30

	  
<p><b>Key Leadership Position</b> MQ rating and highly numerated ranking</p>	<p> <span style="color: blue;">First Sergeant</span>  <span style="color: blue;">Senior Transportation Supervisor</span>  <span style="color: blue;">Operations Sergeant</span>  <span style="color: blue;">Senior Truckmaster</span> </p> <p> <span style="color: blue;">BN/BDE CSM</span>  <span style="color: blue;">Proponent/ LOG PRO SGM</span>  <span style="color: blue;">DTO/CTO SGM</span>  <span style="color: blue;">USASMA Instructor</span>  <span style="color: blue;">USATA-WH SEA</span>  <span style="color: blue;">MTOC SGM</span> </p>
<p><b>Military/Civilian Education</b></p>	<p> <span style="background-color: yellow; padding: 2px;">DLC 5</span> <span style="background-color: yellow; padding: 2px; margin-left: 100px;">DLC 6</span> </p> <p> <span style="background-color: green; padding: 2px;">SMC</span> <span style="background-color: green; padding: 2px; margin-left: 150px;">Nom</span> </p> <p> <span style="background-color: blue; padding: 2px;">Bachelor's Degree</span> <span style="background-color: blue; padding: 2px; margin-left: 200px;">Master's Degree</span> </p>
<p><b>Career Development</b></p>	<p> <span style="color: red;">First Sergeant</span>  <span style="color: red;">BN/BDE Operations Sergeant</span>  <span style="color: red;">Senior Truckmaster</span> </p> <p> <span style="color: red;">CSM BDE/BN</span>  <span style="color: red;">BN SGM (SDDC)</span>  <span style="color: red;">AFSBN SGM</span>  <span style="color: red;">Proponent SGM</span>  <span style="color: red;">CTO SGM</span>  <span style="color: red;">DTO SGM</span>  <span style="color: red;">OPS SGM</span> </p>
<p><b>Broadening Opportunities</b></p>	<p> <span style="background-color: yellow; padding: 5px;">Transportation NCOIC (SF GRP), IG NCOIC, Instructor (DEOMI), NCO MVT OPS LAND JLSG (NATO), SA Operations (NATO), MEOA, Operations SGT (USATA-WH), Sr. Talent Mgmt NCO (HRC), Assistant IG, Chief Instructor (TC SLC Branch)</span> </p> <p> <span style="background-color: yellow; padding: 5px;">IG Sergeant Major, Senior Enlisted Advisor (USATA-WH)</span> </p>
<p><b>Military Training</b></p>	<p> <span style="background-color: green; padding: 5px;">Battle Staff; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; SEJPME I and II; JOPES (SQI N); Joint Logistics Course; MRT; SHARP; MEOA; MFT</span> </p>



# MOS 88Z

## ARMY COMBAT FITNESS TEST Most Qualified

**SSG:** 540 and above.

**SFC:** 540 and above.

## Highly Qualified

**SSG:** 480 to 539

**SFC:** 480 to 539

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## MILITARY/CIVILIAN EDUCATION

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

**MSG:** Leadership Award; Distinguished Honor/Honor Graduate; Master's Degree

**CSM/SGM:** Leadership Award; Distinguished Honor/Honor Graduate; Master's Degree

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

**MSG:** Commandant's list; Bachelor's Degree

**CSM/SGM:** Commandant's list; Bachelor's Degree



# 88Z Assignment Proponent Specific Challenging / High Risk



1SG/MSG

**Broadening-** Senior Career Advisor (HRC); Military Equal Opportunity Advisor; Branch Chief; Chief Instructor Writer; Inspector General NCOIC; NATO (SA Operations)

**Career Developmental Positions-** First Sergeant; Operations Sergeant in a BN or BDE; Senior Truckmaster



CSM/SGM

**Broadening-** Proponent Sergeant Major; Transportations School Sergeant Major; Assistant Inspector General SGM (SDDC); White House Transportation Sergeant Major; USASMA Instructor

**Career Developmental Positions-** Command Sergeant Major; BN SGM (SDDC); DTO SGM, CTO SGM; Operations Sergeant Major



# MOS 88Z

## TRAINING

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

**MSG:** Battle Staff; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; JOPES (SQI N); Joint Logistics Course; Instructor Badge

**CSM/SGM:** Battle Staff; Support Operations Course; Operational Contracting Support (ASI 3C); Air Assault; Airborne; JOPES (SQI N); Joint Logistics Course

### **Highly qualified looks like:**

**MSG:** MLC; MRT; SARC/SHARP; MEOL; MFT

**CSM/SGM:** MRT; SARC/SHARP.

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## OTHER INDICATIONS

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

**MSG:** Military Order of Saint Christopher Award; Instructor of the Year Award.

**CSM/SGM:** Military Order of Saint Christopher Award