



CMF 12 Career Progression Chart

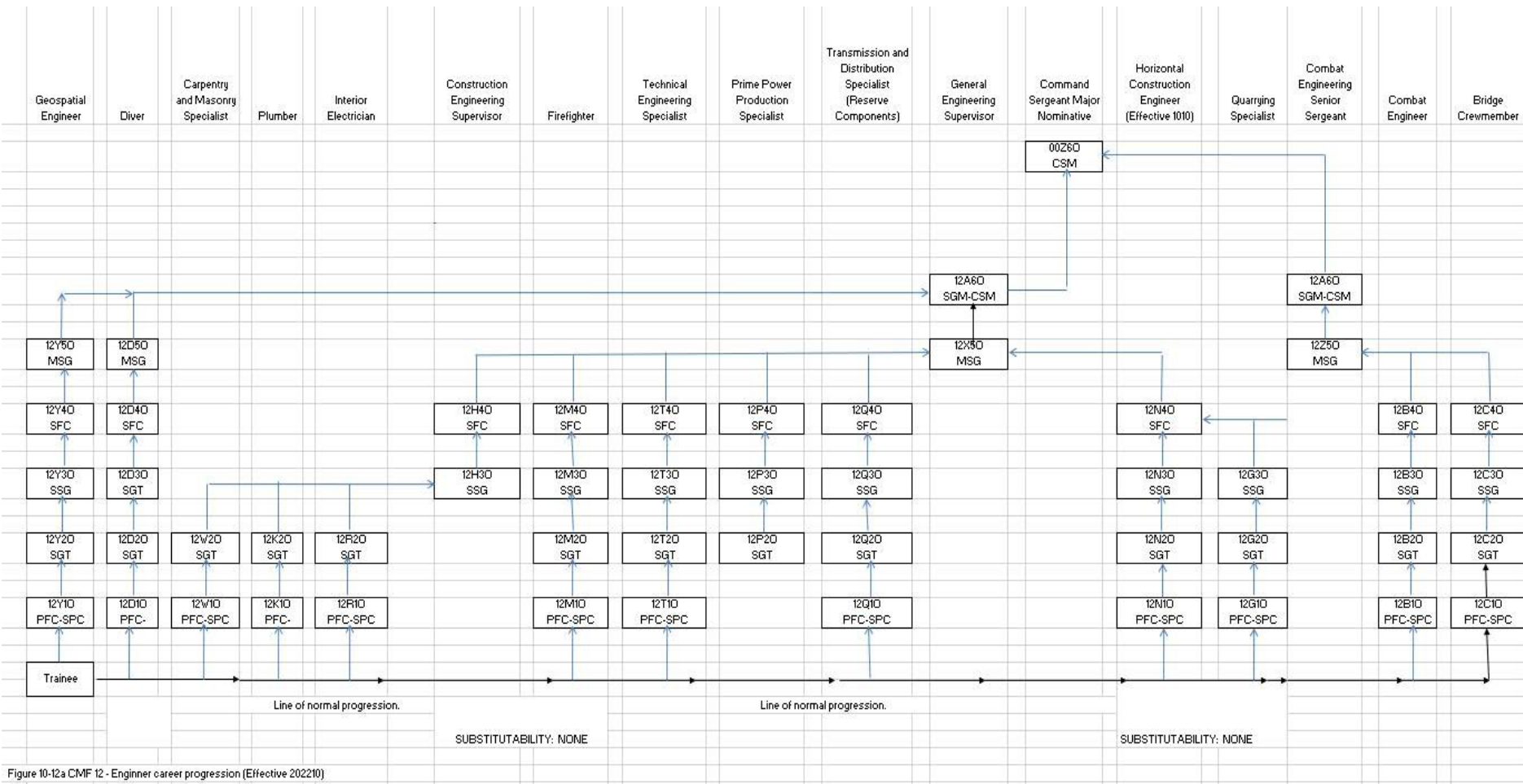


Figure 10-12a CMF 12 - Engineer career progression (Effective 202210)



CMF 12 GENERAL GUIDANCE FOR ALL MOSs & GRADES



CMF 12 BOARD BRIEF

For all MOSs and grades within CMF 12 the following are applicable for Most Qualified and Highly Qualified Looks Like:

PHYSICAL FITNESS

Most Qualified Looks Like: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

LEADERSHIP POSITIONS

****Most Qualified Looks Like:** *Successfully complete 24-36 months of Key Developmental time coupled with 24 months of additional successful generating or broadening assignments.

*Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

** (24-36-month) timelines are not set in stone and used primarily as a guide for HRC to assess when an NCO could be moved to the next position. The strength of the NCO's file should be the determining factor when that NCO has successfully completed their time in that current position. For example, NCOs who have 48 months in a developmental position, but are rated as 'Qualified' on NCOERs would not meet the threshold of 'Most Qualified'.

SSG/SFC: Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment in the following MOSs: 12 B/C/D/H/M/N/T/Y. NCOs should continue to seek KD time in operational positions after completing Drill Sergeant duties to keep them competitive with their peers. *See individual MOS breakdown for additional information.*

Highly Qualified Looks Like: Successfully complete 18-24 months of Key Developmental time coupled with 12 months of additional successful generating or broadening assignments.



CMF 12 BOARD BRIEF

MILITARY & CIVILIAN EDUCATION

Most Qualified Looks Like: PME Distinguished Honor Graduate or Honor Graduate; Earn Credentialing or Professional Certifications that complement the NCO's career path (i.e. PMP, Lean Six Sigma, CSP, GISP, or other technical certification, etc...)

*Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.

Highly Qualified: PME Commandant's List; working towards completing professional certifications.

ASSIGNMENTS

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.



CMF 12 BOARD BRIEF

TRAINING

Most Qualified Looks Like: NCOs who are pursuing master's level training in their respective career paths are considered Most Qualified. (i.e. NCOs assigned to an Airborne unit should be Airborne Qualified and also a Jumpmaster. NCOs assigned to an Air Assault unit should be Air Assault Qualified and a Rappel Master. NCOs assigned to an Armored unit should be Master Gunner certified.) *See individual MOS breakdown for additional information.*


Highly Qualified Looks Like: NCOs who are seeking opportunities beyond doing their normal daily duties and scope should be considered Highly Qualified.

OTHER INDICATORS

NCOs pursuing excellence by winning NCO of the Month/Year competitions or seeking other ways to demonstrate excellence in their profession should be viewed favorably.

12A Talent Development Model

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

	
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Battalion CSM, BDE or Higher Operations Sergeant, Chief Engineer NCO, Senior Protection NCO, Brigade or higher CSM, BEB CSM SFAB</p>
Military/Civilian Education	<p>DLC 1 DLC 2 DLC 3 DLC 4 DLC 5 DLC 6</p> <p>BLC ALC SLC MLC SMC Nom</p>
Key Development	<p>Battalion CSM, BDE or Higher Operations Sergeant, Chief Engineer NCO, Senior Protection NCO, Brigade or higher CSM, BEB CSM SFAB</p>
Broadening Opportunities	<p>NCOES Commandant, CSM Observer-Coach/Trainer, BEB OC/T, BDE CSM OC/T, Chief Instructor, Chief Instructor/Writer, Chief Career Management NCO, Senior Enlisted Advisor, HQDA Strategic Broadening Seminar Program, White House Fellowship, US Army Sergeants Majors Academy Fellowship, Senior Operational Advisor, Team Sergeant Major</p>
Military Training	<p>BN/BDE Pre-Command Course, Culture and Language Training, Force Management Course, Joint Engineer Operations Course, Senior Enlisted Joint Professional Military Education</p>



MOS 12A

Engineer Sergeant Major (PDPC 6S or 7S) or Command Sergeant Major (PDPC 6C or 7C) competing for BN or BDE CSL appointment.

LEADERSHIP POSITIONS

CSM/SGM: *Eligibility requirements are published annually through MILPER messages



MOS 12A

PHYSICAL FITNESS

Most Qualified Looks Like:

CSM/SGM: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

CSM/SGM: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY & CIVILIAN EDUCATION

Most Qualified Looks Like:

CSM/SGM: USASMA Distinguished Honor Graduate or Honor Graduate; Credentialing/ Certifications; Project Management (PMP); Lean Six Sigma; Certified Safety Professional (CSP)

Highly Qualified Looks Like:

CSM/SGM: USASMA Commandant's List

*Per DA PAM 600-25: "The goal of the SGMs and CSMs is to possess a bachelor's degree and work towards a graduate degree in their chosen discipline. Professional reading and college courses help the SNCOs develop organization leadership skills needed to coach, teach, and mentor Soldiers."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12A

ASSIGNMENTS

Key Developmental:

CSM/SGM: Command Sergeant Major

Broadening:

CSM/SGM: NCOA Commandant, CSM Observer Coach/Trainer (OC/T), Brigade Engineer Battalion (BEB) OC/T, BDE CSM OC/T, BEB CSM Security Force Assistance Brigade (SFAB), Chief Instructor, Chief Instructor/writer, Senior Training Developer, Chief Career Management NCO, Senior Operational Advisor, Army Congressional Fellowship, HQDA Strategic Broadening Seminar Program, Information Assurance Scholarship Program, US Army Sergeants Major Academy Fellowship
(Available to SGM who served in 6C/7C/7S positions)

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



MOS 12A

TRAINING

Most Qualified Looks Like:

CSM/SGM: Air Assault, Airborne, Rappel Master, Master Fitness Trainer, Expert Soldier Badge

Highly Qualified Looks Like:

CSM/SGM: Joint Engineer Operations Course (JEOC), How the Army Runs Course








OTHER INDICATORS

Most Qualified Looks Like:

CSM/SGM: Project Management (PDSI-J5B), Lean Six Sigma Black Belt (ASI-1Y)

12B 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>Squad Leader, Section Leader (K9), *Drill Sergeant</p> <p>Platoon Sergeant, Detachment Sergeant (K9), Instructor (Sapper), *Senior Drill Sergeant & Tactical NCO at USMA</p>
Military/Civilian Education	<p>DLC 1 BLC</p> <p>DLC 2 ALC</p> <p>DLC 3 SLC</p> <p>DLC 4 MLC</p> <p>DLC 5 SMC</p> <p>DLC 6 Nom</p>
Key Development	<p>Squad Leader, Section Leader (K9), Drill Sergeant</p> <p>Platoon Sergeant, Detachment Sergeant (K9), Instructor (Sapper), *Senior Drill Sergeant & Tactical NCO at USMA</p>
Broadening Opportunities	<p>SFAB, OC/T, Small Group Leader (SGL), Recruiter, Instructor, Instructor/Writer, Defense Attaché System (DAS), White House Fellowship Program</p> <p>OC/T, SFAB, Asst IG, EO, SARC, Career Advisor, Career Management NCO, White House Fellowship, Senior Small Group Leader, Small Group Leader, Senior Instructor, Instructor, Instructor/Writer, Military Science Instructor, Training Developer, Schools NCO, Military Science Instructor, Training Developer NCO</p>
Military Training	<p>Sapper Leader Course, Bradley Leader Course, Combatives Master Trainer Course (Level II & III), EOL, Expert Soldier Badge, Explosive Ordnance Clearance Agent Course, Jumpmaster School, Air Assault, Basic Airborne School, MFT, Master Gunner Course, MRT, Pathfinder School, Rappel Master, Ranger School, SHARP</p>



MOS 12B

Combat engineers conduct mobility, counter-mobility, and survivability operations in support of combat forces. The combat engineer works as a member of a team, squad, or platoon performing basic combat construction and reconnaissance missions. The combat engineer directs the construction of fighting positions and wire obstacles, conducts hasty and deliberate breaching operations, maintains and operates engineer wheeled and track vehicles, calculates, prepares, and installs priming and firing systems for demolitions.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Squad Leader or Section Leader (K9)

*Drill Sergeant and Instructor (Sapper) may fulfill the NCO's requirement for a KD leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader or Section Leader (K9) in the Operating Force

SFC: 24-36 months as a successful Platoon Sergeant or Detachment Sergeant (K9) coupled with 24 months of successful broadening assignments

*Senior Drill Sergeant, Instructor (Sapper), and Tactical NCO at USMA may fulfill the NCO's requirement for a KD leadership position if the NCO has not had an opportunity to serve in the capacity of Platoon Sergeant or Detachment Sergeant (K9) in the Operating Force

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Squad Leader or Section Sergeant (K9), or duties as a Drill Sergeant or Instructor (Sapper)

SFC: 18-24 months as a successful Platoon Sergeant or Detachment Sergeant (K9), coupled with 12 months of successful broadening assignments or duties as a Senior Drill Sergeant, Instructor (Sapper), and Tactical NCO at USMA



MOS 12B

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12B

ASSIGNMENTS

Key Developmental:

SSG: Squad Leader, Section Leader (K9), Drill Sergeant

SFC: Platoon Sergeant, Detachment Sergeant (K9), Senior Drill Sergeant, Instructor (Sapper), Tactical NCO at USMA

Broadening:

SSG: Security Force Assistance Brigade (SFAB), Observer- Coach/Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor, and Instructor/Writer, Defense Attaché System (DAS), White House Fellowship Program

SFC: Observer Coach/Trainer (OC/T), Security Force Assistance Brigade (SFAB), Assistant Inspector General, Equal Opportunity Advisor (EO), Sexual Assault Response Coordinators (SARC), Career Advisor, Career Management NCO, White House Fellowship, Senior Small Group Leader, Small Group Leader, Senior Instructor, Instructor, Instructor/Writer, Military Science Instructor, Training Developer, Schools NCO, Military Science Instructor, and Training Developer NCO

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



MOS 12B

TRAINING

Most Qualified Looks Like:

SSG: Sapper Leader Course, Bradley Leader Course, Combatives Master Trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Explosive Ordnance Clearance Agent Course, Jumpmaster School, Master Fitness Trainer Course, Master Gunner Course, Master Resiliency Trainer Course, Mine Detection Dog Handler Course, Ranger School, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course

SFC: Sapper Leader Course, Battle Staff NCO Course, Bradley Leader Course, Combatives Master Trainer Course (Level III), Equal Opportunity Advisor Course, Expert Soldier Badge, Explosive Ordnance Clearance Agent Course, Inspector General Course, Joint Engineer Operations Course, Jumpmaster School, Master Fitness Trainer, Master Gunner Course, Pathfinder School, Ranger School, Rappel Master Course, Sexual Assault Response Coordinator Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Combatives Course (Level I), Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)



MOS 12B

OTHER INDICATORS








Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Master Instructor Badge

12C Talent Development Model

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

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Senior Boat Operator, Section Leader</p> <p>Platoon Sergeant, *Senior Drill Sergeant & Tactical NCO at USMA</p>
Military/Civilian Education	<p>DLC 1 BLC</p> <p>DLC 2 ALC</p> <p>DLC 3 SLC</p> <p>DLC 4 MLC</p> <p>DLC 5 SMC</p> <p>DLC 6 Nom</p>
Key Development	<p>Senior Boat Operator, Section Leader, *Drill Sergeant</p> <p>Platoon Sergeant, *Senior Drill Sergeant & Tactical NCO at USMA</p>
Broadening Opportunities	<p>OC/T, Small Group Leader (SGL), Recruiter, Instructor, Instructor/Writer, Defense Attaché System, White House Fellowship Program</p> <p>Asst IG, EOA, SARC, Career Advisor, Career Management NCO, White House Fellowship, Senior Small Group Leader, Small Group Leader, Senior Instructor, Military Science Instructor, Training Developer, and Schools NCO</p>
Military Training	<p>Sapper Leader Course, Battle Staff NCO Course, EOL Course, Combatives Master Trainer Course (Level II & III), Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer Course, Master Gunner Course, Master Resiliency Trainer Course, Ranger School, Rappel Master Course, SHARP Course, Air Assault School, Basic Airborne School</p> <p>Joint Engineer Operations Course, Inspector General's Course</p>



MOS 12C

A bridge crewmember commands, serves, and assists as a member of a squad, section, or platoon.

A bridge crewmember directs the loading, off-loading, assembly, and disassembly of float and fixed bridges for wet and dry gap crossing operations. A bridge crewmember operates and supervises the use of bridge erection boats and rafting operations and installs and supervises the placement of kedge and overhead anchorage systems. The bridge crewmember accomplishes these tasks while staying current in basic Soldiering skills, which is necessary for today's operating environment.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months of successful Section Leader or Senior Boat Operator coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the NCO's requirement for a KD leadership position

SFC: 24-36 months of successful Platoon Sergeant in the operating force coupled with 24 months of successful broadening assignments; duties as a Senior Drill Sergeant or Tactical NCO at USMA may fulfill the NCO's requirement for a KD leadership position

Highly Qualified Looks Like:

SSG: 18-24 months of successful Section Leader or Senior Boat Operator coupled with 12 months of successful broadening assignments

SFC: 18-24 months of successful Platoon Sergeant coupled with 12 months of successful broadening assignments



MOS 12C

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12C

ASSIGNMENTS

Key Developmental:

SSG: Section Leader, Senior Boat Operator, Drill Sergeant

SFC: Platoon Sergeant, Tactical NCO at USMA, Senior Drill Sergeant

Broadening:

SSG: Observer-Coach/Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor, and Instructor/Writer, Defense Attaché System, White House Fellowship Program

SFC: Observer-Coach/Trainer (OC/T), Assistant Inspector General, Equal Opportunity Advisor (EO), Sexual Assault Response Coordinators (SARC), Career Advisor, Career Management NCO, White House Fellowship, Senior Small Group Leader, Small Group Leader, Senior Instructor, Instructor, Instructor/Writer, Military Science Instructor, Training Developer, and Schools NCO



MOS 12C

TRAINING

Most Qualified Looks Like:

SSG: Sapper Leader Course, Battle Staff NCO Course, Equal Opportunity Leader (EOL) Course, Combatives Master Trainer Course (Level III), Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer Course, Master Gunner Course, Master Resiliency Trainer Course, Ranger School, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course

SFC: Sapper Leader Course, Battle Staff NCO Course, Combatives Master Trainer (Level III), Expert Soldier Badge, Inspector General Course, Joint Engineer Operations Course, Jumpmaster School, Master Fitness Trainer Course, Master Gunner Course, Ranger School, Rappel Master Course, Sexual Assault Response Coordinator Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Combatives Course (Level I), Tactical Combatives Course (Level II)

SFC: Basic Airborne Course, Air Assault School, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)



MOS 12C

OTHER INDICATORS

Most Qualified Looks Like:

SSG: NCO of the Quarter/Year, Senior Instructor Badge

SFC: NCO of the Quarter/Year, Master Instructor Badge

12D 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							Diving Supervisor, Recovery Supervisor, *Drill Sergeant						Senior Diving Supervisor, Reconnaissance Team NCOIC, *Senior Drill Sergeant						First Sergeant, Chief Diving Supervisor											
Military/Civilian Education	DLC 1		DLC 2		DLC 3		DLC 4		DLC 5		DLC 6		BLC		ALC		SLC		MLC		SMC		Nom							
Key Development							Diving Supervisor, Recovery Supervisor (12D30), *Drill Sergeant						Senior Diving Supervisor, Reconnaissance Team NCOIC (12D40), *Senior Drill Sergeant						First Sergeant, Chief Diving Supervisor (12D50)											
Broadening Opportunities	Defense Attaché System, TWI, White House Fellowship, Recruiter, Instructor/Writer															Training With Industry Program (TWI), White House Fellowship, Diver Liaison NCO, Skill Developer														
Military Training	<p>Air Diver Certification, Air Diver Supervisor Certification, Army Reconnaissance, Basic Airborne Course, Entry Level Tender/Diver, Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer Course, PADI Advanced Open Water Certification, PADI Instructor Development Course, Rappel Master Course, Sexual Harassment Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)</p> <p>Combative Master Trainer Course (Level III), EOA, IG, Joint Engineer Operations Course (JEOC), SARC</p>																													



MOS 12D

Engineer Divers perform or supervise SCUBA and Surface-Supplied diving operations to a depth of 190FSW in support of General Engineering, Combat Engineering, Geospatial Survey, and Defense Support of Civil Authorities (DSCA). The Engineer Diver works as a member of a diving section, team, or detachment performing underwater port construction and rehabilitation, harbor clearance, ship's husbandry, salvage, demolition, reconnaissance, river crossing, hydrographic survey, and hyperbaric life support operations. The Engineer Diver prepares rigging and lifting devices for salvage of submerged objects; prepares patching materials and pumps for salvage of vessels; directs or supervises preparation and operation of diving power equipment to include underwater hydraulics, underwater cutting and welding, and underwater special tools; supervises, calculates, and emplaces demolitions; conduct underwater inspections and surveys to include hydrographic, side scan sonar, and remotely operated vehicle surveys.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Diving Supervisor or Recovery Supervisor coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the NCO's requirement for a KD position

SFC: 24-36 months as a successful Senior Diving Supervisor or Reconnaissance Team NCOIC coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant/Sr. Drill Sergeant may fulfill the NCO's requirement for a KD position

MSG: 24-36 months as a successful First Sergeant or Chief Diving Supervisor



MOS 12D

LEADERSHIP POSITIONS CONTINUED

Highly Qualified Looks Like:

SSG: 18-24 months Diving Supervisor or Recovery Supervisor coupled with 12 months of successful broadening assignments

SFC: 18-24 months as a Diving Supervisor or Reconnaissance Team NCOIC coupled with 12 months of successful broadening assignments

MSG: 18-24 months First Sergeant or Chief Diving Supervisor



MOS 12D

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

MSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

MSG: MLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandants List

SFC: SLC Commandants List

MSG: MLC Commandants List



MOS 12D

MILITARY/CIVILIAN EDUCATION CONTINUED

*Per DA PAM 600-25:

"SSGs should seek opportunities to pursue completion of an associate's degree."

"SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

MSGs: "Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM; complete an associate's degree and begin earning college credit towards a bachelor's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12D

ASSIGNMENTS

Key Developmental:

SSG: Diving Supervisor or Recovery Supervisor Drill Sergeant

SFC: Senior Diving Supervisor or Reconnaissance Team NCOIC Drill Sergeant/Sr. Drill Sergeant

MSG: First Sergeant or Chief Diving Supervisor

Broadening:

SSG: Defense Attaché System (DAS), Training With Industry (TWI) Program, White House Fellowship, Recruiter, Instructor/Writer

SFC: Training With Industry Program (TWI), White House Fellowship, Diver Liaison NCO, Skill Developer

MSG: Training with Industry Program, and White House Fellowship

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



MOS 12D

TRAINING

Most Qualified Looks Like:

SSG: Air Diver Certification, Air Diver Supervisor Certification, Army Reconnaissance, Basic Airborne Course, Entry Level Tender/Diver, Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer Course, PADI Advanced Open Water Certification, PADI Instructor Development Course, Rappel Master Course, Sexual Harassment Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

SFC: Army Reconnaissance, Basic Airborne Course, Combatives Master Trainer Course (Level III), Equal Opportunity Advisor Course (EOA), Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Rappel Master Course, Master Fitness Trainer (MFT) Course, Sexual Assault Response Coordinator Course

MSG: Army Reconnaissance Course, Basic Airborne Course, Combative Master Trainer Course (Level III), Equal Opportunity Advisor Course (EOA), Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Master Fitness Trainer (MFT) Course, Rappel Master Course, Sexual Assault Response Coordinator Course



MOS 12D

Highly Qualified Looks Like:

SSG: Air Assault School, Tactical Combatives Course (Level II)

SFC: Air Assault School, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, and Tactical Combatives Course (Level II)

MSG: Air Assault School, and Tactical Combatives Course (Level II)

OTHER INDICATORS

Most Qualified Looks Like:

SSG: NCO of the Quarter/Year

SFC: NCO of the Quarter/Year

MSG: Battle Staff NCO Course

12H Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Construction Squad Leader, General Construction Supervisor, Construction Section Leader, Construction Engineer SFAB, *Drill Sergeant</p> <p>Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant, *Senior Drill Sergeant</p>
Military/Civilian Education	<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) MLC (Green box)</p> <p>DLC 5 (Yellow box) SMC (Green box)</p> <p>DLC 6 (Yellow box) Nom (Green box)</p>
Key Development	<p>Construction Squad Leader, General Construction Supervisor, Drill Sergeant</p> <p>Platoon Sergeant, Senior Construction Supervisor, Senior Drill Sergeant</p>
Broadening Opportunities	<p>Defense Attaché System (DAS), White House Fellowship Program, OC/T, Small Group Leader, Recruiter, Instructor, nstructor/Writer, Special Missions Unit</p> <p>SFAB</p>
Military Training	<p>Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master Trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer Course, Ranger School, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Air Assault, Basic Airborne,</p> <p>Joint Engineer Operations Course, Equal Opportunity Advisor Course, Inspector General Course</p>



MOS 12H

The Construction Engineering Supervisor serves as a member of a squad, section, or platoon. Duties start with supervising construction repair and utility service installation of buildings. The Construction Engineering Supervisor is responsible for concrete placement, culvert placement and installation; construction of fixed bridges; and directs and supervises demolition operations.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Construction Squad Leader, General Construction Supervisor, Construction Section Leader, or Construction Engineer Security Force Assistance Brigade (SFAB) coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirements for a KD leadership position

SFC: 24-36 months as a successful Platoon Sergeant, Senior Construction Supervisor, or Detachment Sergeant coupled with 24 months of successful broadening assignments; duties as a Sr. Drill Sergeant may fulfill the requirement for a KD leadership position.

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Platoon Sergeant, Senior Construction Supervisor, or Detachment Sergeant coupled with 12 months of successful broadening assignments

SFC: 18-24 months as a successful Platoon Sergeant, Senior Construction Supervisor, or Detachment Sergeant coupled with 12 months of successful broadening assignments



MOS 12H

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/ Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12H

ASSIGNMENTS

Key Developmental:

SSG: Construction Squad Leader, General Construction Supervisor, Construction Section Leader, or Construction Engineer Security Force Assistance Brigade (SFAB), Drill Sergeant

SFC: Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant, Senior Drill Sergeant

Broadening:

SSG: Defense Attaché System (DAS), White House Fellowship Program, Observer- Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer

SFC: Defense Attaché System (DAS), Security Force Assistance Brigade (SFAB), White House Fellowship, Observer-Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer

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



MOS 12H

TRAINING

Most Qualified Looks Like:

SSG: Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master Trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer Course, Ranger School, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course

SFC: Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master Trainer Course (Level III), Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Resilience Training (MRT) Level II Course, Ranger School, Rappel Master Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Equal Opportunity Leader (EOL) Course, Tactical Combatives Course (Level II)



MOS 12H

OTHER INDICATORS
Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Master Instructor Badge

12M Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Station Chief, Squad Leader</p> <p>Fire Chief, Chief Firefighting Supervisor/ Training Developer, Platoon Sergeant, BEB Fire Chief OC/T, *Senior Drill Sergeant</p>
Military/Civilian Education	<p>DLC 1 DLC 2 DLC 3 DLC 4 DLC 5 DLC 6</p> <p>BLC ALC SLC MLC SMC Nom</p>
Key Development	<p>Station Chief, Squad Leader, *Drill Sergeant</p> <p>Fire Chief, Chief Firefighting Supervisor/ Training Developer, Platoon Sergeant, BEB Fire Chief OC/T, *Senior Drill Sergeant</p>
Broadening Opportunities	<p>Fire Inspector, Drill Sergeant, Instructor and Instructor Writer, Defense Attaché System (DAS), White House Fellowship Program, Recruiter, Assignment to the 911th Technical Rescue Company after successful completion of Station Chief operational assignment tour</p> <p>Chief Firefighting Supervisor, SARC, VA, EO, Asst IG, BEB Fire Chief OC/T</p>
Military Training	<p>Sapper Leader Course, Air Assault School, Combatives Master Trainer Course (Level III), Emergency Medial Responder, Expert Soldier Badge, EOL, Fire Officer III, Fire Inspector II and III, Fire Instructor II and III, Hazardous Materials/ Weapons of Mass Destruction Incident Commander, HazMat Incident Commander, Health and Safety Officer, Incident Safety Officer, MFT, Master Resiliency Trainer Course, OSHA 30 HR Training for Construction, Paramedic, Plans Examiner I, Ranger School, Rescue Technician I, Rope Rescue I and II, SHARP, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.</p>



MOS 12M

The Firefighter supervises or provides fire prevention and protection, firefighting, technical rescue, urban search and rescue and hazardous materials (HazMat) response capabilities to prevent or minimize injury, loss of life, and property and the environment throughout a range of military operations.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Station Chief or Squad Leader coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirement for a KD leadership position

SFC: 24-36 months as a successful Fire Chief/Chief Firefighter Supervisor/Training Developer, or Platoon Sergeant coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant and BEB Fire Chief Observer-Coach/Trainer (OC/T) may fulfill the requirement for a KD leadership

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Station Chief or Squad Leader coupled with 12 months of successful broadening assignment

SFC: 18-24 months as a successful Fire Chief/Chief Firefighter Supervisor/Training Developer, or Platoon Sergeant coupled with 12 months of successful broadening assignments



MOS 12M

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with 90 points in each event

SFC: score 540 or higher on the ACFT with 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG:

SFC:

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12M

ASSIGNMENTS

Key Developmental:

SSG: Station Chief, Squad Leader, Drill Sergeant

SFC: Fire Chief, BEB Fire Chief Observer-Coach/Trainer (OC/T)

Broadening:

SSG: Fire Inspector, Drill Sergeant, Instructor and Instructor Writer, Defense Attaché System (DAS), White House Fellowship Program, Recruiter, Assignment to the 911th Technical Rescue Company after successful completion of Station Chief operational assignment tour

SFC: Chief Firefighter Supervisor/ Training Developer, Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Assistant Inspector General, White House Fellowship, Observer-Coach/ Trainer (OC/T), Instructor, and Instructor/Writer

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



MOS 12M

TRAINING

Most Qualified Looks Like:

SSG: Sapper Leader Course, Air Assault School, Combatives Master Trainer Course (Level III), Emergency Medial Responder, Expert Soldier Badge, Equal Opportunity Leader (EOL) Course, Fire Officer III, Fire Inspector II and III, Fire Instructor II and III, Hazardous Materials/Weapons of Mass Destruction Incident Commander, HazMat Incident Commander, Health and Safety Officer, Incident Safety Officer, Master Fitness Trainer (MFT), Master Resiliency Trainer Course, OSHA 30 HR Training for Construction, Paramedic, Plans Examiner I, Ranger School, Rescue Technician I, Rope Rescue I and II, , Sexual Harassment/Assault Response and Prevention (SHARP) Course, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.

SFC: Sapper Leader Course, Air Assault School, Assistant Chief for Operations, Basic Airborne Course, Battle Staff, Combatives Master Trainer Course (Level III), Emergency Medial Responder, Expert Soldier Badge, Course Equal Opportunity Advisor (EOA) Course, Fire Officer IV, Fire Inspector II and III, Fire Instructor II and III, Hazardous Materials/Weapons of Mass Destruction Incident Commander, HazMat Incident Commander, Health and Safety Officer, Incident Safety Officer, Inspector General (IG) Course, Master Fitness Trainer (MFT), Master Resiliency Trainer Course, OSHA 30 HR Training for Construction, Paramedic, Plans Examiner I, Ranger School, Rescue Technician I, Rope Rescue I and II, Sexual Assault Response Coordinator (SARC) Course, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.

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



MOS 12M

TRAINING CONTINUED

Highly Qualified Looks Like:

SSG: Basic Airborne Course, Air Assault School, Tactical Combatives Course (Level II), Rescue Technician I, Technical Rescuer I-Confined Space Rescue I and II, Confined Space Rescue I and II, Rope Rescue I and II, Structural Collapse Rescue I and II, Trench Rescue I and II, and Vehicle and Machinery Rescue I and II

SFC: Basic Airborne Course, Air Assault School, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Tactical Combatives Course (Level II), Rescue Technician I, Technical Rescuer I-Confined Space Rescue I and II, Confined Space Rescue I and II, Rope Rescue I and II, Structural Collapse Rescue I and II, Trench Rescue I and II, and Vehicle and Machinery Rescue I and II

OTHER INDICATORS








Most Qualified Looks Like:

SSG: NCO of the Quarter/Year

SFC: NCO of the Quarter/Year

12N Talent Development Model

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

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Squad Leader, Section Sergeant, Horizontal Construction Supervisor *Drill Sergeant</p> <p>Platoon Sergeant, Detachment Sergeant, *Senior Drill Sergeant</p>
Military/Civilian Education	<p>DLC 1 BLC</p> <p>DLC 2 ALC</p> <p>DLC 3 SLC</p> <p>DLC 4 MLC</p> <p>DLC 5 SMC</p> <p>DLC 6 Nom</p>
Key Development	<p>Squad Leader, Section Sergeant, Horizontal Construction Supervisor, *Drill Sergeant</p> <p>Platoon Sergeant, Detachment Sergeant, *Senior Drill Sergeant</p>
Broadening Opportunities	<p>Defense Attaché System (DAS), TWI, OC/T, Small Group Leader, Recruiter, Instructor, Instructor/Writer, White House Fellowship</p> <p>Career Management NCO, Asst IG, SFAB, White House Fellowship, Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer</p>
Military Training	<p>Sapper Leaders Course, Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Gunner Course, Master Resiliency Trainer Course, Rappel Master Course, Ranger School, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Air Assault, Basic Airborne</p> <p>Joint Engineer Operations Course, Equal Opportunity Advisor, Inspector General Course</p>



MOS 12N

The Horizontal Construction Engineer serves as a member of a squad, team, section, or platoon. Duties start with operating heavy equipment at an apprentice level and progresses to construction equipment supervisor level. The Horizontal Construction Engineer is responsible for construction projects, obstacle emplacement, and counter obstacle operations involving construction equipment.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Squad Leader, Horizontal Construction Supervisor or Section Sergeant coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirement for a KD leadership position

SFC: 24-36 months as a successful Platoon Sergeant or Detachment Sergeant coupled with 24 months of successful broadening assignments; duties as a Sr. Drill Sergeant may fulfill the requirement for a KD leadership position

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Squad Leader, Horizontal Construction Supervisor or Section Sergeant coupled with a successful broadening assignment

SFC: 18-24 months as successful Platoon Sergeant or Detachment Sergeant coupled with 12 months of successful broadening assignments



MOS 12N

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12N

ASSIGNMENTS

Key Developmental:

SSG: Squad Leader, Horizontal Construction Supervisor or Section Sergeant, Drill Sergeant

SFC: Platoon Sergeant or Detachment Sergeant, Senior Drill Sergeant

Broadening:

SSG: Defense Attaché System (DAS), Training With Industry (TWI) Program, Observer-Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer

SFC: Career Management NCO (Proponent-USAES), Defense Attaché System (DAS), Assistant Inspector General, Security Force Assistance Brigade (SFAB), Observer-Coach Trainer (OC/T), Training With Industry (TWI) Program, White House Fellowship, Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer

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



MOS 12N

TRAINING

Most Qualified Looks Like:

SSG: Sapper Leader Course, Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Gunner Course, Master Resiliency Trainer Course, Rappel Master Course, Ranger School, Sexual Harassment/Assault Response and Prevention (SHARP) Course

SFC: Sapper Leader Course, Army Reconnaissance, Bradley Commander and Gunner Certification Course, Combatives Master Trainer Course (Level III), Equal Opportunity Advisor Course (EOA), Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Gunner Course, Master Resilience Training (MRT) level II Course, Rappel Master Course, Water Well Drilling Technicians Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Equal Opportunity Leader (EOL) Course, Tactical Combatives Course (Level II)



MOS 12N

OTHER INDICATORS

Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Master Instructor Badge

12P Talent Development Model

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

Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station, Instrumentation Technician, Senior Power Plant Operator					Prime Power Supervisor					
Military/Civilian Education	DLC 1 BLC	DLC 2 ALC	DLC 3 SLC	DLC 4 MLC	DLC 5 SMC	DLC 6 Nom					
Key Development	Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, Senior Power Plant Operator					Prime Power Supervisor					
Broadening Opportunities	Defense Attaché System (DAS), Recruiter, Instructor/Writer, Training Developer, and Facilities Project Coordinator, Special Missions Unit		Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Assistant Inspector General, White House Fellowship, Training Developer, and Instructor/Writer								
Military Training	Combatives Master trainer Course (Level III), Expert Soldier Badge, Jumpmaster School, Ranger School, Rappel Master Course, SHARP, EOL, Master Resiliency Trainer Course, Master Fitness Trainer (MFT) Course					Joint Engineer Operations Course, Equal Opportunity Advisor Course, IG Course, SARC					



MOS 12P

The prime power production specialist serves as a member of a team, squad, section, or platoon, performing electrical assessments, electrical facilities maintenance, QA/QC operations. Duties start with supervising, operating, installing, and performing organizational and sustainment level maintenance on electric power plants consisting of medium voltage power generation sets and associated auxiliary systems in support of overseas contingency bases, Forward Base Mode (FBM) sites, and Theatre High Altitude Air Defense System (THAADS) sites. Other duties include LNO and technical advisor to FEMA and other federal organizations.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator

SFC: 24-36 months as a successful Prime Power Supervisor

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator

SFC: 18-24 months as a successful Prime Power Supervisor, Intelligence Sergeant, and Operations Sergeant



MOS 12P

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12P

ASSIGNMENTS

Key Developmental:

SSG: Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator

SFC: Prime Power Supervisor

Broadening:

SSG: Defense Attaché System (DAS), Recruiter, Instructor/Writer, Training Developer, and Facilities Project Coordinator

SFC: Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Assistant Inspector General, White House Fellowship, Training Developer, and Instructor/Writer

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



MOS 12P

TRAINING

Most Qualified Looks Like:

SSG: Combatives Master trainer Course (Level III), Expert Soldier Badge, Jumpmaster School, Ranger School, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Master Fitness Trainer (MFT) Course

SFC: Combatives Master trainer Course (Level III), Equal Opportunity Advisor (EOA) Course, Expert Soldier Badge, Jumpmaster School, Ranger School, Rappel Master Course, Sexual Assault Response Coordinator (SARC), Master Fitness Trainer (MFT) Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)



MOS 12P

OTHER INDICATORS








Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Master Instructor Badge

12T Talent Development Model

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

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>Technical Engineer NCO, * Drill Sergeant</p> <p>Senior Technical Engineer</p>
Military/Civilian Education	<p>DLC 1 BLC</p> <p>DLC 2 ALC</p> <p>DLC 3 SLC</p> <p>DLC 4 MLC</p> <p>DLC 5 SMC</p> <p>DLC 6 Nom</p>
Key Development	<p>Technical Engineer NCO, Drill Sergeant</p> <p>Senior Technical Engineer</p>
Broadening Opportunities	<p>Instructor/Writer, Defense Attaché System, Drill Sergeant</p> <p>Small Group Leader, SFAB, Horizontal Construction OC/T</p> <p>Senior Trng Mgmt NCO, Asst Inspector General, White House Fellowship, Senior Technical Engineer NCO</p>
Military Training	<p>Army Reconnaissance, Combatives Master Trainer Course (Level II & III), EOL, Expert Soldier Badge, Jumpmaster School, MFT, MRT, Rappel Master Course, SHARP, Air Assault, Basic Airborne Course</p> <p>Joint Engineer Operations Course, Operational Contract Support Course, EOA, IG, SARC</p>



MOS 12T

The Technical Engineering Specialist participates in construction site development, to include technical investigation, surveying, and drafting. Develops construction plans and specifications and performs quality control inspections.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Technical Engineer NCO or Technical Topographic Survey NCO coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirements of a KD leadership position

SFC: 24-36 months as a successful Senior Technical Engineer NCO coupled with 24 months of successful broadening assignments

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Technical Engineer NCO or Technical Topographic Survey NCO coupled with 12 months of a successful broadening assignment

SFC: 18-24 months as a successful Senior Technical Engineer NCO coupled with 12 months of a successful broadening assignment



MOS 12T

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

SSG: ALC Commandant's List

SFC: SLC Commandant's List

*Per DA PAM 600-25: "SSGs should seek opportunities to pursue completion of an associate's degree." "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12T

ASSIGNMENTS

Key Developmental:

SSG: Technical Engineer NCO or Technical Topographic Survey NCO, Drill Sergeant

SFC: Senior Technical Engineer NCO

Broadening:

SSG: Defense Attaché System (DAS), Security Force Assistance Brigade (SFAB), Small Group Leader, Instructor, Training Developer, and Horizontal Construction OC/T

SFC: Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Inspector General Assistant, White House Fellowship, Instructor/Writer, Training Developer, and Senior Training Management NCO

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



MOS 12T

TRAINING

Most Qualified Looks Like:

SSG: Army Reconnaissance, Combatives Master Trainer Course (Level III), Equal Opportunity Leader (EOL) Course, Expert Soldier Badge, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer Course, Rappel Master Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course

SFC: Combatives Master Trainer Course (Level III), Expert Soldier Badge, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Operational Contract Support Course, Rappel Master Course, Sexual Assault Response Coordinator (SARC) Course, Inspector General (IG) Course

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II),

SFC: Air Assault School, Basic Airborne Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)



MOS 12T

OTHER INDICATORS
Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Master Instructor Badge

12X 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	First Sergeant, Detachment NCOIC
Military/Civilian Education	DLC 1 (BLC), DLC 2 (ALC), DLC 3 (SLC), DLC 4 (MLC), DLC 5 (SMC), DLC 6 (Nom)
Key Development	First Sergeant, Detachment NCOIC
Broadening Opportunities	Senior Career Management NCO, White House Fellowship, Engineer NCOIC (Special Operations Command), Senior Engineer NCO (Special Operations Aviation Command), Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Assistant Inspector General, Equal Opportunity Advisor (EOA), Senior Research Development Test & Evaluation (RDTE) NCO, Operational Advisor, Defense Attaché System, Brigade Engineer Battalion (BEB) Senior Construction Engineer Observer-Coach/Trainer (OC/T), Senior Instructor/Writer, Instructor/Writer and Senior Combat Development NCO
Military Training	Sapper School, Army Reconnaissance, Battle Staff NCO Course, Combatives Master Trainers Course (Level II & III), Equal Opportunity Advisor (EOA) Course, Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Resilience Training (MRT) Level II Course, Ranger School, Rappel Master Course, Air Assault School, Basic Airborne School



MOS 12X

The General Engineering Supervisor supervises general engineering activities related to all construction and utility operations; assists Engineer Officers in construction planning, scheduling, and material estimates; provides staff supervision and principal NCO direction to units engaged in performing general engineering missions; inspects construction and training activities. In a company, a 12X First Sergeant is the senior enlisted Soldier in charge of the professional development, training, and welfare of the enlisted force in the company.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

MSG: 24-36 months as a successful First Sergeant or Detachment NCOIC coupled with 24 months of a successful generating or broadening assignment

Highly Qualified Looks Like:

MSG: 18-24 months as a successful First Sergeant or Detachment NCOIC coupled with 12 months of a successful generating or broadening assignment



MOS 12X

PHYSICAL FITNESS

Most Qualified Looks Like:

MSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

MSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

MLC: MLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

MLC: MLC Commandant's List

*Per DA PAM 600-25: MSGs: "Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM; complete an associate's degree and begin earning college credit towards a bachelor's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12X

ASSIGNMENTS

Key Developmental:

MSG: First Sergeant, Detachment NCOIC

Operational:

MSG: Operations Sergeant, Construction Operations Sergeant, General Engineering Supervisor, Construction Inspector, and Maintenance Supervisor

Broadening:

MSG: Senior Career Management NCO, White House Fellowship, Engineer NCOIC (Special Operations Command), Senior Engineer NCO (Special Operations Aviation Command), Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Assistant Inspector General, Equal Opportunity Advisor (EOA), Senior Research Development Test & Evaluation (RDTE) NCO, Operational Advisor, Defense Attaché System, Brigade Engineer Battalion (BEB) Senior Construction Engineer Observer-Coach/Trainer (OC/T), Senior Instructor/Writer, Instructor/Writer and Senior Combat Development NCO

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



MOS 12X

TRAINING

Most Qualified Looks Like:

MSG: Sapper Leader Course, Army Reconnaissance, Battle Staff NCO Course, Combatives Master Trainers Course (Level III), Equal Opportunity Advisor (EOA) Course, Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Resilience Training (MRT) Level II Course, Ranger School, Rappel Master Course

Highly Qualified Looks Like:

MSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

12Y 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		Squad Leader, Senior Geospatial Engineer Sergeant (12Y30), *Drill Sergeant		Senior Geospatial Engineer Sergeant, *Senior Drill Sergeant	First Sergeant, Senior Geospatial Engineer Operations Sergeant,		
Military/Civilian Education	DLC 1 BLC	DLC 2 ALC	DLC 3 SLC	DLC 4 MLC	DLC 5 SMC	DLC 6 Nom	
Key Development		Squad Leader, Senior Geospatial Engineer Sergeant *Drill Sergeant		Senior Geospatial Engineer Sergeant, *Senior Drill Sergeant	First Sergeant, Senior Geospatial Engineer Operations Sergeant		
Broadening Opportunities		Instructor/Writer, Small Group Leader, Training Developer, and Special Missions Unit, Defense Attaché System, White House Fellowship Recruiter, Instructor			Senior Career Management NCO, Senior Combat Development NCO, Senior Instructor, Assistant IG, and EO Advisor		
Military Training		Combatives Master Trainer Course (Level III), Expert Soldier Badge, Joint Professional Certification Fundamentals (GPC-F), Jumpmaster School, Master Fitness Trainer (MFT) Course, Sapper School, Ranger School, Rappel Master Course				Joint Engineer Operations Course (JEOC)	
				Battle Staff NCO Course, Equal Opportunity Advisor (EOA) Course, Inspector General (IG) Course, Sexual Assault Response Coordinator (SARC) Course			



MOS 12Y

The Geospatial Engineer performs a variety of duties in support of their respective command: Army Service Component Command (ASCC), corps, division, and brigade. Soldiers at all levels perform duties ranging from data extraction (feature extraction from imagery), database management (managing the inputs to and data stored within the Theater Geospatial Database), along with supporting the command's mission command/leadership requirements: supplying and managing SSGF (Standard, Sharable, and Geospatial Foundation) to and for the recognized COE (Common Operational Environment) using the Army Geospatial Enterprise (AGE). Geospatial Engineers at the corps, division, and brigade levels also include a focus on operational and tactical level analysis. Soldiers at this level of command support the combatant commanders and their staffs with tactical decision aids and other geospatial intelligence (GEOINT) products in support of combat operations, disaster relief, humanitarian support, and treaty enforcement. ASCC level Geospatial Engineers contribute to GEOINT activities by supporting intelligence missions/requirements. Geospatial Engineering activities at the ASCC level also encompass providing to and provisioning data from the Multinational Geospatial Co-Production Program (MGCP) program. Soldiers at this level of command also support Joint Task Forces in support of rapid response missions, combat operations, disaster relief, humanitarian support, and treaty enforcement.



MOS 12Y

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

SSG: 24-36 months as a successful Squad Leader or Senior Geospatial Engineer Sergeant coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirements for a KD leadership position

SFC: 24-36 months as a successful Senior Geospatial Engineer Sergeant coupled with 24 months of a successful broadening assignment; duties as a Sr. Drill Sergeant may fulfill the requirements for a KD leadership position

MSG: 24-36 months as a successful First Sergeant or Senior Geospatial Engineer Operations Sergeant coupled with 24 months of successful broadening assignments

Highly Qualified Looks Like:

SSG: 18-24 months as a successful Squad Leader or Senior Geospatial Engineer Sergeant coupled with 12 months of a successful broadening assignment

SFC: 18-24 months as a successful Senior Geospatial Engineer Sergeant coupled with 12 months of a successful broadening assignment

MSG: 18-24 months as a successful First Sergeant or Senior Geospatial Engineer Operations Sergeant



MOS 12Y

PHYSICAL FITNESS

Most Qualified Looks Like:

SSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

SFC: score 540 or higher on the ACFT with a minimum of 90 points in each event

MSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

SSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

SFC: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY & CIVILIAN EDUCATION RECOMMENDATIONS

Most Qualified Looks Like:

SSG: ALC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP), Professional Certification Fundamentals (GPC-F), Geospatial Professional Certification - Geospatial Analysis (GPC-GA-II))

SFC: SLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP), Professional Certification Fundamentals (GPC-F), Geospatial Professional Certification - Geospatial Analysis (GPC-GA-II))

MSG: MLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP), Professional Certification Fundamentals (GPC-F), Geospatial Professional Certification - Geospatial Analysis (GPC-GA-II))



MOS 12Y

MILITARY/CIVILIAN EDUCATION CONTINUED

Highly Qualified Looks Like:

MSG: ALC Commandants List

SFC: SLC Commandants List

MSG: MLC Commandants List

*Per DA PAM 600-25:

"SSGs should seek opportunities to pursue completion of an associate's degree."

"SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree."

MSGs: "Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM; complete an associate's degree and begin earning college credit towards a bachelor's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12Y

ASSIGNMENTS

Key Developmental:

SSG: Squad Leader, Senior Geospatial Engineer Sergeant, Drill Sergeant

SFC: Senior Geospatial Engineer Sergeant, Senior Drill Sergeant

MSG: First Sergeant, Senior Geospatial Engineer Operations Sergeant

Broadening:

SSG: Defense Attaché System (DAS), White House Fellowship Program, Small Group Leader (SGL), Recruiter, Instructor, and Training Developer

SFC: Defense Attaché System, White House Fellowship, Senior Small Group Leader, Instructor, and Training Developer

MSG: Senior Instructor, Senior Career Management NCO, Senior Combat Development NCO, Defense Attaché System, White House Fellowship, Assistant Inspector General, and Equal Opportunity Advisor (EOA)

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



MOS 12Y

TRAINING

Most Qualified Looks Like:

SSG: Combatives Master Trainer Course (Level III), Expert Soldier Badge, Joint Professional Certification Fundamentals (GPC-F), Jumpmaster School, Master Fitness Trainer (MFT) Course, Sapper Leader Course, Ranger School, Rappel Master Course

SFC: Combatives Master trainer Course (Level III), Expert Soldier Badge, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Sapper Leader Course, Ranger School, Rappel Master Course, Sexual Assault Response Coordinator (SARC) Course

MSG: Combatives Master Trainers Course (Level III), Battle Staff NCO Course, Equal Opportunity Advisor (EOA) Course, Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Rappel Master Course, Sapper Leader Course, Ranger School, Sexual Assault Response Coordinator (SARC) Course



MOS 12Y

Highly Qualified Looks Like:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

MSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)



MOS 12Y

OTHER INDICATORS Most Qualified Looks Like:

SSG: NCO of the Quarter/Year; Senior Instructor Badge

SFC: NCO of the Quarter/Year; Geographic Information Systems Professional (GISP); Master Instructor Badge

MSG: Geographic Information Systems Professional (GISP)

12Z Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

	      
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	<p>First Sergeant</p>
Military/Civilian Education	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>DLC 1</p> <p>BLC</p> </div> <div style="text-align: center;"> <p>DLC 2</p> <p>ALC</p> </div> <div style="text-align: center;"> <p>DLC 3</p> <p>SLC</p> </div> <div style="text-align: center;"> <p>DLC 4</p> <p>MLC</p> </div> <div style="text-align: center;"> <p>DLC 5</p> <p>SMC</p> </div> <div style="text-align: center;"> <p>DLC 6</p> <p>Nom</p> </div> </div>
Key Development	<p>First Sergeant</p>
Broadening Opportunities	<p>Defense Attaché System, White House Fellowship, Assistant Inspector General, Equal Opportunity Advisor (EO), Senior Career Advisor, Senior Research Development Test & Evaluation NCO, Operational Advisor, Brigade Operations Sergeant NCOIC, BEB Senior Observer-Coach/Trainer (OC/T), Security Force Assistance Brigade (SFAB), Senior Military Science Instructor, Chief Instructor/Writer, and Senior Combat Development NCO</p>
Military Training	<p>Sapper School, Battle Staff NCO Course, Bradley Leader Course, Engineer Explosive Ordnance Clearance Agent Course, Expert Soldier Badge, Equal Opportunity Advisor Course, Intermediate Search Course, Joint Engineer Operations Course, Jumpmaster School, Master Fitness Trainer Course, Rappel Master Course, Ranger School, Pathfinder School, Basic Airborne Course, Air Assault School</p>



MOS 12Z

In a company, the 1SG is the senior enlisted Soldier responsible for the combat readiness, safety, training, health, welfare, operational conduct, and professional development of all assigned soldiers. The Master Sergeant advises engineer staff section personnel at Battalion level and higher on matters involving combat engineer operations; coordinates employment of engineer elements operating with the maneuver units; inspects construction sites and enforces job specification and safety standards; and collects, interprets, analyzes, evaluates, and disseminates intelligence data. The combat engineering senior sergeant inspects and advises on bridging, rafting, and river crossing operations, formulates and maintains construction schedules.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified Looks Like:

MSG: 24-36 months as a successful First Sergeant coupled with 24 months of successful generating or broadening assignments

Highly Qualified Looks Like:

MSG: 18-24 months as a successful First Sergeant coupled with 12 months of successful generating or broadening assignments

*Serving as an Operations Sergeant in an SFAB may also fulfill the requirement for key development if the NCO has served at least a minimum of 12 months (1 year) in a leadership position at a previous conventional assignment.



MOS 12Z

PHYSICAL FITNESS

Most Qualified Looks Like:

MSG: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like:

MSG: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

MILITARY/CIVILIAN EDUCATION

Most Qualified Looks Like:

MLC: MLC Distinguished Honor Graduate at PME and functional courses; Credentialing/Certifications (i.e. Lean Six Sigma, Project Management Professional (PMP), Certified Safety Professional (CSP))

Highly Qualified Looks Like:

MLC: MLC Commandant's List

*Per DA PAM 600-25: MSGs: "Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM; complete an associate's degree and begin earning college credit towards a bachelor's degree."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12Z

ASSIGNMENTS

Key Developmental:

MSG: First Sergeant

Broadening:

MSG: Defense Attaché System, White House Fellowship, Assistant Inspector General, Equal Opportunity Advisor (EO), Senior Career Advisor, Senior Research Development Test & Evaluation NCO, Operational Advisor, Brigade Operations Sergeant NCOIC, BEB Senior Observer-Coach/Trainer (OC/T), Security Force Assistance Brigade (SFAB), Senior Military Science Instructor, Chief Instructor/Writer, and Senior Combat Development NCO

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



MOS 12Z

TRAINING

Most Qualified Looks Like:

MSG: Sapper Leader Course, Battle Staff NCO Course, Bradley Leader Course, Engineer Explosive Ordnance Clearance Agent Course, Expert Soldier Badge, Equal Opportunity Advisor Course, Intermediate Search Course, Joint Engineer Operations Course, Jumpmaster School, Master Fitness Trainer Course, Rappel Master Course, Ranger School, Pathfinder School

Highly Qualified Looks Like:

MSG: Basic Airborne Course, Air Assault School