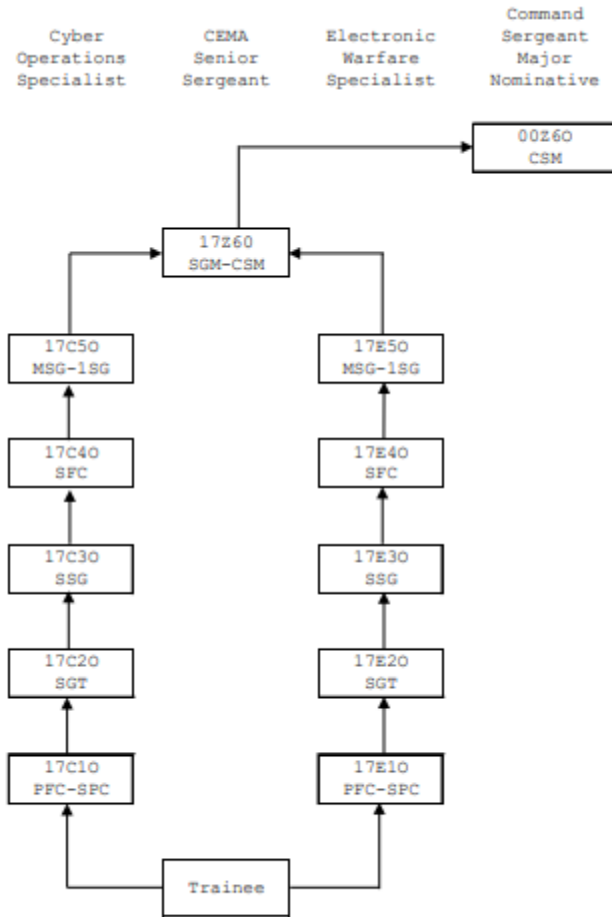




U.S. ARMY

# CMF 17 Progression Chart



SUBSTITUTABILITY FOR 17C: 25B, and 35Z



U.S. ARMY

# 17C Talent Development Model (Caps at E8)

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>	Cyber Operations Specialist	Cyber Operations SGT		Cyber Operations NCO, SF Cyber Ops Specialist, Platoon Sergeant, Operations Supervisor, NCOIC		Cyber Operations Supervisor, First Sergeant, Senior Enlisted Leader, Detachment Sergeant, Platoon Sergeant, NCOIC			Cyber Operations Chief, Operations SGM, Senior Enlisted Leader, Senior Cyber Ops Chief, First Sergeant, G Staff NCOIC												
<b>Military/Civilian Education</b>	DLC 1		DLC 2		DLC 3		DLC 4		DLC 5			DLC 6									
		BLC		ALC		SLC		MLC		SGM-A											
	Associate's Degree					Bachelor's Degree					Master's Degree										
<b>Key Development</b>	Operations SGT, Basic Analyst, Basic Developer, Basic Operator			Senior Analyst, Senior Developer, Senior Operator					Cyber Operations Chief, Cyber Training NCO			Cyber Operations Chief, Operations Sergeant									
<b>Broadening Opportunities</b>	BLC Instructor		Drill SGT, Recruiter, NCOA Small Group Leader					Senior AIT Instructor, Capabilities Development NCO			AIT Instructor, Writer/Developer					HRC Enlisted Assignment Manager, Sr Writer Developer			Proponent Career Management NCO		
<b>Military Training</b>	JACWC, JNAC		Battle Staff, Joint Targeting Staff Course					Drill Sergeant, Recruiter			EJMP E I					EJMP E II					
	CNODP, EO, MFT, ASIST, Master Resilience, SHARP																				



# MOS 17C

The Cyber Operations Specialist provides offensive and defensive expertise to ensure freedom of maneuver within the cyberspace domain and cyberspace operations in support of the full range of military operations by enabling actions and generating effects across all domains.

## LEADERSHIP POSITIONS

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

SSG: Drill Sergeant, Platoon Sergeant, Cyber Operations Supervisor, Special Forces (SF) Cyber Operations Specialist, NCOIC

SFC: Senior Drill Sergeant, First Sergeant, Detachment Sergeant, Cyber Operations Chief, Senior Enlisted Leader, Staff NCOIC

MSG: Training Dev NCOIC, Operations Sergeant Major, Senior Cyber Operations Chief, Chief Career Management NCO

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

SSG: Instructor, Cyber Operations NCO

SFC: Senior Instructor, Platoon Sergeant, Cyber Operations Supervisor, NCOIC

MSG: First Sergeant, Cyber Operations Chief, Staff NCOIC, Senior Enlisted Leader



# MOS 17C

## PHYSICAL FITNESS

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

SSG: ACFT 540 with 80% in each event and Master Fitness Trainer (MFT), Division level Best Warrior Competition, or Foreign Sports Badge

SFC: ACFT 540 with 80% in each event and MFT, Best Warrior Competition, or Foreign Sports Badge

MSG: ACFT 540 with 80% in each event and MFT or completion of ranked physical competition, placing within the top 5 for age group/category

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

SSG: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

SFC: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

MSG: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

## MILITARY/CIVILIAN EDUCATION

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

SSG: ALC, Achieved Distinguished/Honor Graduate or EJPME I with Associate's Degree

SFC: SLC, Achieved Distinguished/Honor Graduate or EJPME I & II with Bachelor's Degree

MSG: MLC, Achieved Distinguished/Honor Graduate or EJPME I & II with Master's Degree

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

SSG: ALC, Achieved Commandant's List or have some college or Technical Certifications

SFC: SLC, Achieved Commandant's List or have EJPME I with Associate's Degree

MSG: MLC, Achieved Commandant's List or have EJPME I with Bachelor's Degree



# MOS 17C

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

SSG: ALC Small Group Leader (SGL), Instructor/Writer, AIT Platoon Sergeant, Recruiter, Drill Sergeant, Training with Industry (TWI), Special Missions Unit (SMU), Joint, Interagency, Intergovernmental, and Multinational (JIIM), **Senior Analyst, Senior Developer, Senior Operator**

SFC: SLC SGL, Human Resources Command (HRC) Enlisted Assignments NCO/ Professional Development NCO (PDNCO), Career Management NCO, Instructor/Writer, Adjunct Faculty, AIT Platoon Sergeant, Drill Sergeant, Recruiter, Training with Industry (TWI), Special Missions Unit (SMU), Joint, Interagency, Intergovernmental, and Multinational (JIIM), **Senior Analyst, Senior Developer, Senior Operator, Team NCOIC**

MSG: Senior Career Management NCO, Training with Industry (TWI), Special Missions Unit (SMU), Joint, Interagency, Intergovernmental, and Multinational (JIIM), Adjunct Faculty, Senior Instructor/Writer, Course Manager, Army Cyber Institute (ACI), **1SG, Detachment SGT, Operations Sergeant**

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI



# MOS 17C

## TRAINING

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

SSG: Basic Operations Course (BOC), Joint Targeting Staff Course, Computer Network Operations Development Program (CNODP), Cyber Operator Training Course (COTC), Exploitation Analyst (EA), Remote Interactive Operator Training (RIOT), Future Operator Readiness and Growth (FORGE), Joint Cyber Operations Planner Course (JCOPC)

SFC: Advanced Operations Course, JCOPC, Joint Targeting Staff Course, CNODP, Battle Staff, COTC, EA, RIOT or FORGE, Malware Analysis Course

MSG: Battle Staff, SGM-A

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

SSG: Joint Advanced Cyber Warfare Course (JACWC), Joint Network Analysis Course (JNAC)

SFC: CCTC, JACWC, JCOPC, JNAC

MSG: JCOPC, SGM-A

## OTHER INDICATIONS

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

SSG: Basic Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Analytic Support Officer, Mission Commander

SFC: Senior Instructor Certifications, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Stewardship of the Profession, Analytic Support Officer, Mission Commander

MSG: Master Instructor Certifications, Cyber Competitions, Professional Writing, Stewardship of the Profession



# MOS 17C

## FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

SSG:

SFC:

MSG:

- This slide is only authorized when requirements exist such as Federal certifications, advanced degree requirements, etc., that are tied to the next higher grade.
- When a Proponent uses this slide, the specific authority must be fully identified/listed for verification/authentication.



U.S. ARMY

# 17E Talent Development Model (Caps at E8)

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>		<b>Team Chief</b>		<b>SR Team Chief</b> <b>Squad Leader</b>		<b>SR EW Sergeant</b> <b>CEMA Supervisor</b> <b>Platoon SGT</b> <b>First Sergeant</b>			<b>EW SGT NCOIC</b> <b>CEMA NCOIC</b> <b>First Sergeant</b>						
<b>Military/Civilian Education</b>	<b>DLC 1</b>		<b>DLC 2</b>		<b>DLC 3</b>		<b>DLC 4</b>		<b>DLC 5</b>			<b>DLC 6</b>			
		<b>BLC</b>		<b>ALC</b>		<b>SLC</b>		<b>MLC</b>		<b>SGM-A</b>					
	<b>Associate's Degree</b>				<b>Bachelor's Degree</b>				<b>Master's Degree</b>						
<b>Key Development</b>	<b>EW Team LDR / SGT</b>		<b>Operations SGT/NCO</b> <b>CEMA SGT</b>			<b>BN/BDE EW Sergeant, SOF EW SGT, RANGER EW SGT Cyber, EW OC/T</b>			<b>SFAB EW SGT</b>						
<b>Broadening Opportunities</b>		<b>BLC Instructor</b>		<b>Training With Industry, EW SPEC OC/T, Adjunct Faculty</b>					<b>Drill SGT, Recruiter, NCOA Small Group Leader, OPS NCO CCoE, EW NCO Army Research Labs</b>		<b>HRC Enlisted Assignment Manager, EW SR NCO ARCYBER, SR EW NCO, CTC OPS</b>				
				<b>AIT Instructor, Writer/Developer</b>		<b>Proponent Career Management NCO</b>									
<b>Military Training</b>	<b>Battle Staff, Tactical IO Course (TIOP), Joint Network Attack Course (JNAC), Joint firepower Course, Cyber Operations Planners, Army Basic Space Cadre Course (ABSCC), Electronic Warfare Coordinators Course (EWCC)</b>						<b>Drill Sergeant, Recruiter, Master Resilience, SHARP, MFT</b>			<b>EJPME I</b>					
				<b>Joint Cyber Operations Planners Course (JCOPC), Joint Electronic Warfare Theater Operations Course (JEWTOC), Special Technical Operations Course (ASTOPC), EJPME II</b>											





# MOS 17E

The Electromagnetic Warfare Specialists are subject matter experts on the manipulation, control, and dominance of the electromagnetic spectrum responsible for planning and delivering effects that enable commanders to integrate electromagnetic protection, support, and attack into military operations.

## LEADERSHIP POSITIONS

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

SSG: Drill Sergeant, PLT SGT

SFC: Senior Drill Sergeant, CEMA NCOIC, CTC OPS, Special Operations Forces/Ranger CEMA NCO

MSG: Training Dev NCOIC, 1SG, Senior CEMA NCO

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

SSG: Instructor, Senior Team Chief, Operations SGT/NCO

SFC: Senior Instructor, PLT SGT, EW OC/T, CEMA Supervisor

MSG: CEMA NCOIC, CTC OPS, HRC OPMD



# MOS 17E

## PHYSICAL FITNESS

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

SSG: ACFT 540 with 80% in each event and Master Fitness Trainer (MFT), Division level Best Warrior Competition, or Foreign Sports Badge

SFC: ACFT 540 with 80% in each event and MFT, Best Warrior Competition, or Foreign Sports Badge

MSG: ACFT 540 with 80% in each event and MFT or completion of ranked physical competition, placing within the top 5 for age group/category

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

SSG: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

SFC: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

MSG: ACFT 540 or 80% in each tested event or completion of ranked physical competition, placing within the top 10 for age group/category

## MILITARY/CIVILIAN EDUCATION

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

SSG: ALC, Achieved Distinguished/Honor Graduate or have EJPME I and Some college

SFC: SLC, Achieved Distinguished/Honor Graduate or have EJPME I & II and Associate's Degree

MSG: MLC, Achieved Distinguished/Honor Graduate or EJPME I & II and Bachelor's Degree

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

SSG: ALC, Achieved Commandant's List or have some college or technical certifications

SFC: SLC, Achieved Commandant's List or EJPME I and/or some college or technical certifications

MSG: MLC, Achieved Commandant's List or EJPME I and/or Associate's Degree



# MOS 17E

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

SSG: ALC Small Group Leader (SGL), Instructor/Writer, AIT Platoon Sergeant, Adjunct Faculty, Recruiter, Drill Sergeant, Training with Industry (TWI), Special Missions Unit (SMU), EW SR Team Chief, Team Chief, Squad Leader, EW Team Sergeant, Operations SGT/NCO, CEMA SGT/NCO

SFC: SLC SGL, Career Management NCO, Instructor/Writer, Adjunct Faculty, AIT Platoon Sergeant, Drill Sergeant, Recruiter, Training with Industry (TWI), Special Missions Unit (SMU), Platoon Sergeant, CEMA Supervisor, CEMA NCO, SR EW Planner, EW OC/T

MSG: Human Resources Command(HRC) Enlisted Assignments NCO/ Professional Development NCO (PDNCO), Training with Industry (TWI), Special Missions Unit (SMU), Adjunct Faculty, Senior Instructor/Writer, Course Manager, 1SG, CEMA NCOIC, Senior CEMA NCO, CTC OPS

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI



# MOS 17E

## TRAINING

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

SSG: Airborne, Air Assault, Pathfinder, Ranger, Reconnaissance & Surveillance Leaders Course (RSLC)

SFC: Pathfinder, Jump Master, SHARP SARC/VA Career Course, Equal Opportunity Leaders Course

MSG: Sergeants Major Academy, Joint Special Operations Forces Senior Enlisted Academy

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

SSG: Master Fitness Trainer, Master Resilience Trainer; Common Faculty Development-Instructor Course, Leadership or Project Management certificates

SFC: Army Basic Space Cadre Course, Joint Firepower Course (JFC), Joint Electronic Warfare Theater Operations Course (JEWTOC) Joint Cyber Operations Planners Course (JCOPC), Joint Network Attack Course (JNAC)

MSG: US Army Special Technical Operations Planner (ASTOPC), Army Information Operations Planners' Course (AIOPC), Sergeants Major Academy

## OTHER INDICATORS

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

SSG: Basic Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Leadership Competitions, Industry Certifications

SFC: Senior Instructor Certifications, Sergeant Audie Murphy / Morales Club, Leadership Competitions, Stewardship of the Profession, Industry Certifications

MSG: Master Instructor Certifications, Leadership Competitions, Professional Writing, Stewardship of the Profession



# MOS 17E

## FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

SSG:

SFC:

MSG:

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U.S. ARMY

# 17Z Talent Development Model (E9)

Years of Service

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



<b>Key Leadership Position</b> MQ rating and highly numerated ranking	<p>Battalion CSM</p> <p>Brigade CSM NCOA CSM Garrison CSM</p> <p>Nominative CSM, G/J Staff SGM</p>
<b>Military/Civilian Education</b>	<p>Bachelor's Degree</p> <p>Master's Degree</p> <p>SGM-A</p> <p>Nom</p> <p>DLC 6</p>
<b>Key Development</b>	<p>Contingency Command Post CEMA SGM, BDE Operations SGM</p> <p>CORPS CEMA SGM, Operations SGM, SR Cyber Operations Chief</p>
<b>Broadening Opportunities</b>	<p>Chief Career Management NCO/Proponent SGM, SGM-A Faculty, CTED SGM, ACI SGM, Joint Agency SEL</p>
<b>Military Training</b>	<p>PCC, Nominative Leaders Course</p> <p>EJMPE II</p>



# MOS 17Z

Sergeants Major mentor command leadership and subordinate Cyber and Electromagnetic Warfare personnel on CMF17 functions and capabilities and are responsible for development, preparation and/or analysis of strategic Cyber Corps guidance for use by subordinate commands through direct interaction with HQDA, ACOM, TRADOC, FORSCOM, CCMDs and other DOD organizations.

## **LEADERSHIP POSITIONS**

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

CSM/SGM: Brigade Command Sergeant Major, Battalion Command Sergeant Major, G/J Staff SGM, NCOA CSM, Garrison CSM

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

CSM/SGM: Operations Sergeant Major, SR Cyber Ops Chief, CORPS CEMA SGM



# MOS 17Z

## PHYSICAL FITNESS

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

CSM/SGM: ACFT 540 with 80% in each event and MFT or completion of ranked physical competition, placing within the top 5 for age group/category

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

CSM/SGM: ACFT 540 or 80% in each tested event or completion of a ranked physical competition, placing within the top 10 for age group/category

## MILITARY/CIVILIAN EDUCATION

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

CSM/SGM: EJPME I & II, Master's Degree, Project Management Professional (PMP) Certification, Program Management Professional (PgMP) Certification

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

CSM/SGM: EJPME I & II, Bachelor's Degree, Certified Associate in Project Management (CAPM)





# MOS 17Z

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

CSM/SGM: Chief Career Management NCO/Proponent SGM, Joint Agency SEL, Training and Education Division SGM, SGM-A Instructor, ACI SGM, CSM, Operations SGM, CEMA SGM

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI



# MOS 17Z

## TRAINING

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

CSM/SGM: BN/BDE Pre-Command Course; Keystone Course; CSM/SGM Legal Orientation Course; Senior Leader Seminar; ASLDP-Advanced; Army NCO Senior Leader Development Program-Executive; Army NCO Senior Leader Development Program-Strategic.

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

CSM/SGM: Senior Executive Level-How the Army Runs; Army Strategic Leader Development Program (ASLDP)-Basic; ASLDP- Intermediate.

## OTHER INDICATIONS

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

CSM/SGM: Write articles for publication in Army and public professional journals, seek out public speaking opportunities and community involvement, represent the Army in civic functions to enhance leadership.



# MOS 17Z

## FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

CSM/SGM:

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- When a Proponent uses this slide, the specific authority must be fully identified/listed for verification/authentication.