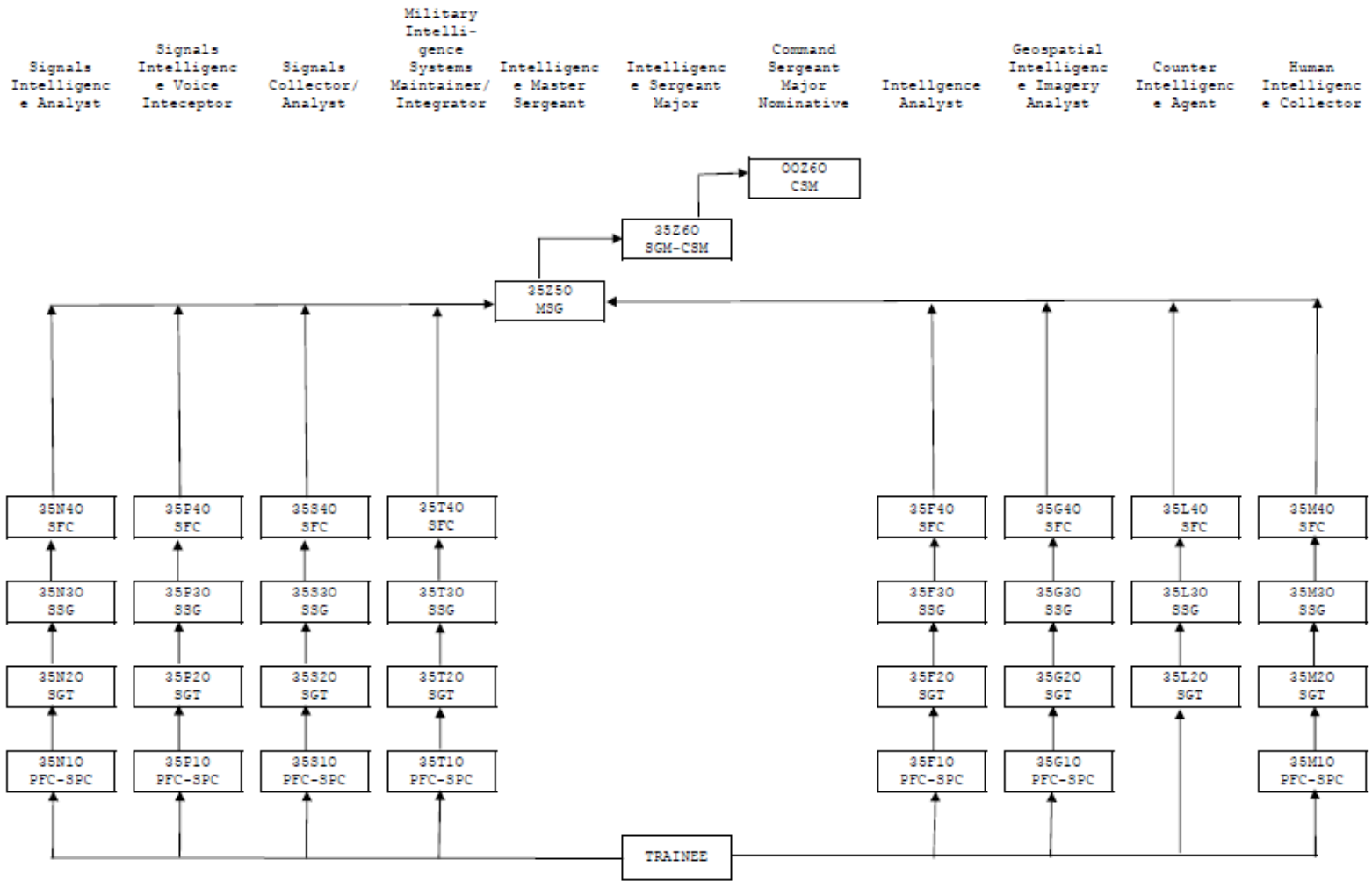




# CMF 35 Progression Chart



SUBSTITUTABILITY: None

Line of normal progression.

Figure 10-35. CMF 35 - Military Intelligence career progression (Effective 20201001)







U.S. ARMY

# 35F Talent Development Model (Caps at E7)

Years of Service

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

	   	<b>RCP</b>		
<b>Key Leadership Position</b> MQ rating and highly enumerated ranking	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- Section NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> </ul>	
<b>Military/Civilian Education</b>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: yellow; padding: 2px;">DLC 1</div> <div style="background-color: green; padding: 2px;">BLC</div> <div style="background-color: yellow; padding: 2px;">DLC 2</div> <div style="background-color: green; padding: 2px;">ALC</div> <div style="background-color: yellow; padding: 2px;">DLC 3</div> <div style="background-color: green; padding: 2px;">SLC</div> <div style="background-color: yellow; padding: 2px;">DLC 4</div> <div style="background-color: green; padding: 2px;">MLC</div> </div>	<p>Some College/Professional Certifications</p>		
<b>Key Development</b>	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> <li>- Special Operations Support*</li> </ul>	<p>This MOS at skill level 35F40 is eligible to compete for MOS 35Z50.</p>
<b>Broadening Opportunities</b>	<p>Drill SGT, Instructor, Small Group Leader, Recruiter, Observer/Coach Trainer, Defense Attache, Research Development Test &amp; Evaluation (RDT&amp;E) NCO</p>	<p>SR Drill SGT, Small Group Leader, SR Drill SGT, Recruiter, SR Observer/Coach Trainer, Defense Attache, IG NCO, SARC, EOA, Career Management NCO, HR PD NCO, Research Development Test &amp; Evaluation (RDT&amp;E) NCO</p>		
<b>Military Training</b>	<p>MOS Enhancing: Joint Targeting Course, Digital Intel Systems Master Gunners Course (DISMG-C), ISR Synch Manager Course, Basic OSINT Course, OSINT Fundamentals, OSINT Tools and Intel Training, Security Manager Course</p> <p>Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, Senior Enlisted Joint Professional Military Education (SEJPME) I/II</p> <p>Organizational Enhancing: Airborne, Jump Master, Air Assault</p>			

\*Denotes Operational Assignment in Key Development



# MOS 35F

The intelligence analyst conducts all-source analysis, develops the threat situation, produces, fuses and disseminates intelligence to support the military decision-making process (MDMP); performs, coordinates, and/or supervises the Intelligence Preparation of the Battlefield (IPB) process; planning requirements and assessing collection and support to targeting; supports the command, staff, and advises on the use of intelligence resources.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, Section NCOIC

**SFC:** 24+ months in the following: Detachment Sergeant, Senior Enlisted Advisor/Leader (SEA/SEL), Platoon Sergeant, Section NCOIC

**MSG:** 35F become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader, Section NCOIC

**SFC:** 12+ months in the following: Detachment Sergeant, SEA/SEL, Platoon Sergeant, Section NCOIC

**MSG:** 35F become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35F

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

**SFC:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

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

**SSG:** Commandants List, continuous pursuit of Civilian Education

**SFC:** Commandant's List, Continuous pursuit of Civilian Education



# MOS 35F

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

**SSG:** Key Developmental – Squad Leader and NCOIC

Broadening – Drill Sergeant, OC/T, Instructor/Writer, NCOA Small Group Leader (SGL), Recruiter, Defense Attache

**SFC:** Key Developmental – Platoon Sergeant, Section NCOIC, Detachment Sergeant, Senior Enlisted Adviser/Leader (SEA/SEL)

Broadening – Senior Drill Sergeant, Senior Instructor, Recruiter, Training Developer/Writer, OC/T, NCOA Senior SGL, Defense Attache, IG NCO, SARC-VA, EOA

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



# MOS 35F

## TRAINING

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

**SSG:** Joint Targeting Course, Digital Intel Systems Master Gunners Course, Information Collection Planners Course (Q7), OSINT Tools & Intel Training, Battle Staff Ops Course, Ranger, Jump Master

**SFC:** Digital Intel Systems Master Gunners Course, OSINT Tools and Intel Training Course, Battle Staff Ops Course, Ranger, Jump Master

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

**SSG:** Basic OSINT Course, Security Managers Course, Anti-Terrorism and Force Protection I/II, MFT, Air Assault, Airborne

**SFC:** Joint Targeting Course, Information Collection Planners Course (Q7), Security Managers Course, Anti-Terrorism and Force Protection I/II, MFT, OSINT Fundamentals Course, Air Assault, Airborne

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)







U.S. ARMY

# 35G Talent Development Model (Caps at E7)

Years of Service

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

	   	<b>RCP</b>	
<b>Key Leadership Position</b> MQ rating and highly enumerated ranking	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- Section NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> </ul>
<b>Military/Civilian Education</b>	<p><b>DLC 1</b></p> <p><b>BLC</b></p>	<p><b>DLC 2</b></p> <p><b>ALC</b></p>	<p><b>DLC 3</b></p> <p><b>SLC</b></p> <p><b>DLC 4</b></p> <p><b>MLC</b></p> <p>Some College/Professional Certifications</p>
<b>Key Development</b>	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> <li>- Special Operations Support*</li> </ul> <ul style="list-style-type: none"> <li>- SMU*</li> <li>- Ranger Regiment*</li> </ul> <p>This MOS at skill level 35G40 is eligible to compete for MOS 35Z50.</p>
<b>Broadening Opportunities</b>	<p>Drill SGT, Instructor, Small Group Leader, Recruiter, Observer/Coach Trainer, Defense Attache, Training Developer/Writer</p>	<p>SR Drill SGT, Small Group Leader, SR Drill SGT, Recruiter, SR Observer/Coach Trainer, Defense Attache, IG NCO, SARC, EOA, Career Management NCO, HR PD NCO, Training Developer/Writer</p>	
<b>Military Training</b>	<p>MOS Enhancing: Intermediate Operations Course- GEOINT, Target Mensuration Only Course (TMO) Advanced GEOINT Production Course (AGPC)</p> <p>Individual Enhancing: Ranger, Battle Staff, Senior Enlisted Joint Professional Military Education (EJPME) I/II</p> <p>Organizational Enhancing: Airborne, Jump Master, Air Assault</p>	<p>MOS Enhancing: Joint Targeting Course, Advanced Operation Course - GEOINT (AOC-G); ISR Sync Manager Course, Advanced GEOINT Production Course (AGPC)</p>	

\*Denotes Operational Assignment in Key Development



# MOS 35G

GEOINT Imagery Analyst exploits, interprets, analyzes, and disseminates imagery from national, theater, unattended ground sensors, and tactical systems to provide IMINT support for operations and the Imagery Analyst can analyze imagery to identify and relay environmental hazards, civil considerations, and threat activities to units maneuvering through the battlefield; provides support to lethal and nonlethal targeting through baseline or intermediate graphics, battle damage assessments and collateral damage estimates.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, Section NCOIC

**SFC:** 24+ months in the following: Detachment Sergeant, Platoon Sergeant, Section NCOIC

**MSG:** 35G become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader, Section NCOIC

**SFC:** 12+ months in the following: Detachment Sergeant, Platoon Sergeant, Section NCOIC

**MSG:** 35G become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM





# MOS 35G

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

**SFC:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

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

**SSG:** Commandants List, continuous pursuit of Civilian Education

**SFC:** Commandant's List, Continuous pursuit of Civilian Education



# MOS 35G

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

**SSG:** Key Developmental – Squad Leader and NCOIC

Broadening – Drill Sergeant, OC/T, Instructor/Writer, NCOA Small Group Leader (SGL), Recruiter, Defense Attache

**SFC:** Key Developmental – Platoon Sergeant, Section NCOIC, Detachment Sergeant, Senior Enlisted Adviser/Leader (SEA/SEL)

Broadening – Senior Drill Sergeant, Senior Instructor, Recruiter, Training Developer/Writer, OC/T, NCOA Senior SGL, Defense Attache, IG NCO, SARC-VA, EOA

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



# MOS 35G

## TRAINING

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

**SSG:** Advanced Operations Course-GEOINT, Information Collection Planners Course, Ranger, Battle Staff Ops Course

**SFC:** Joint Targeting Course, Jump Master

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

**SSG:** Advanced GEOINT Production Course (AGPC), MFT, Airborne, Air Assault

**SFC:** Advanced Operations Course-GEOINT, Information Collection Planners Course, MFT, Ranger, Battle Staff Ops Course

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)





# MOS 35L

Counterintelligence (CI) Special Agents conduct national security criminal investigations, operations, collections, analysis and production, and technical services to detect, identify, counter, exploit or neutralize the Foreign Intelligence Entity (FIE) and international terrorist threats to the United States Army and Department of Defense.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** Squad Leader, Team Leader, or NCOIC for a minimum of 24 months

**SFC:** Platoon Sergeant, NCOIC, Detachment Sergeant, Senior Enlisted Advisor for a minimum of 24 Months

**MSG:** 35L become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** Squad Leader, Team Leader, NCOIC for a minimum of 12 months

**SFC:** Platoon Sergeant, NCOIC, Detachment Sergeant, Senior Enlisted Advisor for a minimum of 12 Months

**MSG:** 35L become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35L

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

**SFC:** Distinguished Honor Graduate, Leadership Award Recipients, continuous pursuit of civilian education, MRT, EOL, SHARP

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

**SSG:** Commandants List, continuous pursuit of Civilian Education

**SFC:** Commandant's List, Continuous pursuit of Civilian Education



# MOS 35L

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

**SSG:** Instructor, Small Group Leader, Drill Sergeant, Recruiter, OC/T, Capability Development NCO, Doctrine Writer/Developer

**SFC:** Sr. Instructor, Sr. Small Group Leader, Sr. Drill Sergeant, Recruiter, Sr. OC/T, Sr. Capability Development NCO, Sr. Doctrine Writer/Developer, Career Management NCO, HR Professional Development NCO

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



# MOS 35L

## TRAINING

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

**SSG:** J2X/G2X courses, EJPME, JCITA Courses, DCITA courses, HTJCOE courses, MRT, EOL, SHARP

**SFC:** J2X/G2X courses, EJPME, JCITA training, DCITA training, HTJCOE courses, MRT, EOL, SHARP

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

**SSG:** JCITA courses, DCITA courses, HTJCOE courses, MFT

**SFC:** JCITA courses, DCITA courses, HTJCOE courses, MFT

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)





U.S. ARMY

# 35M Talent Development Model (Caps at E7)

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 enumerated ranking	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> </ul>		<ul style="list-style-type: none"> <li>- Squad Leader (HUMINT Team Leader)</li> <li>- NCOIC</li> <li>- Section NCOIC</li> </ul>		<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> </ul>									
<b>Military/Civilian Education</b>	DLC 1	DLC 2	DLC 3		DLC 4									
	BLC	ALC		SLC		MLC		Some College/Professional Certifications						
<b>Key Development</b>	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>		<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>		<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> <li>- Special Operations Support*</li> </ul>		<ul style="list-style-type: none"> <li>- SMU*</li> <li>- Ranger Regiment*</li> </ul>		This MOS at skill level 35M40 is eligible to compete for MOS 35Z50.					
<b>Broadening Opportunities</b>	<ul style="list-style-type: none"> <li>Drill SGT, Small Group Leader, Instructor/Writer, Military Language Instructor, Defense Attache, Recruiter, SERE Instructor, Training Developer, Observer/Coach Trainer, DTRA Linguist, CLPM</li> </ul>				<ul style="list-style-type: none"> <li>SR Drill SGT, Career Management NCO, SR Observer/Coach Trainer, NCOA SR Small Group Leader, SR Instructor/Writer, Military Language Instructor, HRC PD NCO, Defense Attache, IG NCO, Recruiter, SARC, EAO</li> </ul>									
<b>Military Training</b>	<ul style="list-style-type: none"> <li>MOS Enhancing: Source Operations Course (SOC), Defense Strategic Debriefing Course (DSDC), Joint Interrogation Management Course (JIMC)</li> <li>Individual Enhancing: Ranger, Battle Staff, Enlisted Joint Professional Military Education (EJPME) I/II</li> <li>Organizational Enhancing: Airborne, Jump Master, Air Assault</li> </ul>				<ul style="list-style-type: none"> <li>MOS Enhancing: Defense Advanced Tradecraft Course (DATC), Joint CI and HUMINT Management Course (JCHMC), Joint CI and HUMINT Analyst Targeting Course (JCHATC)</li> </ul>									

\*Denotes Operational Assignment in Key Development



# MOS 35M

The objective of the Army Human Intelligence (HUMINT) Collector is to perform screening, interrogations, debriefings, source operations, and intelligence liaison in all conflict phases in support of multi-domain operations at every echelon. Identifies adversarial elements, activities, intentions, capabilities, and locations through the questioning of people in the operating environment. Performs HUMINT collection in English and foreign languages. Questions enemy prisoners of war and other detainees, enemy deserters, internally displaced persons, liaison contacts, friendly forces, and people in the operating environment with a unique capability to gather information, and other strategic sources.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader/HUMINT Collection Team (HCT) Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, Detachment Sergeant, SEL/SEA, NCOIC

**MSG:** 35M become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader/HUMINT Collection Team (HCT) Leader, NCOIC

**SFC:** 12+ months in the following: Platoon Sergeant, Detachment Sergeant, SEL/SEA, NCOIC

**MSG:** 35M become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35M

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, 1 year of college, Enlisted Joint Professional Military Education (EJPME) I

**SFC:** Distinguished Honor Graduate, Associates Degree, EJPME II

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

**SSG:** Commandant's List, Superior Academic Achievement, or exceeded PME standards, some college

**SFC:** Commandant's List, Superior Academic Achievement, or exceeded PME standards, 1 year of college, EJPME I



# MOS 35M

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

**SSG:** Key Developmental: Squad Leader/HCT Leader, NCOIC

Broadening/Institutional: Drill Sergeant/AIT Platoon Sergeant, Observer Coach Trainer, Small Group Leader, Instructor/Writer, Military Language Instructor, Defense Attaché, Recruiter, SERE Instructor, Training Developer, DTRA Linguist, CLPM

**SFC:** Key Developmental: Platoon Sergeant, Detachment Sergeant, SEL/SEA, NCOIC

Broadening/Institutional: Senior Drill Sergeant, Senior Observer Coach Trainer, NCOA Senior Small Group Leader, Senior Instructor/Writer, Senior Military Language Instructor, Defense Attaché, Recruiter, SERE Instructor, Training Developer, DTRA Linguist, HRC PD NCO, Career Management NCO, IG NCO, SARC-VA, EOA

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



# MOS 35M

## TRAINING

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

**SSG:** J2X Staff Officer Course, Joint Interrogation Management Course (JIMC), Battle Staff Ops Course, Jumpmaster, Ranger, Master Resiliency Trainer (MRT), Equal Opportunity Leader (EOL), Victim Advocate (VA)

**SFC:** J2X Staff Officer Course, Joint CI & HUMINT Management Course (JCHMC), Joint Senior Interrogator Course (JSIC), Jumpmaster, Ranger, Equal Opportunity Advisor (EOA), Sexual Assault Response Coordinator (SARC)

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

**SSG:** HUMINT Collection Management Course (HCMC), Defense Strategic Debriefing Course (DSDC), Source Operations Course (SOC), High Threat Tradecraft Course (HTTC), MFT

**SFC:** Joint Interrogation Management Course (JIMC), HUMINT Collection Management Course (HCMC), Defense Strategic Debriefing Course (DSDC), MFT, Defense Advanced Tradecraft Course (DATC)

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)





# MOS 35N

The Signals Intelligence (SIGINT) Analyst performs and supervises analysis and reporting of intercepted foreign communications and non-communications signals at all echelons; produces tactical, operational, and strategic intelligence; assists in the collection management process.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, Section NCOIC, Platoon Sergeant

**SFC:** 24+ months in the following: Detachment Sergeant, Platoon Sergeant, SEA / SEL, Section NCOIC

**SFC:** First Sergeant, 35Z position

**MSG:** 35N become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader, Section NCOIC, Platoon Sergeant

**SFC:** 12+months in the following: Platoon Sergeant, SEA / SEL, Section NCOIC

**MSG:** 35N become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35N

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, 1 year of college, Enlisted Joint Professional Military Education (EJPME) I

**SFC:** Distinguished Honor Graduate, Associates Degree, EJPME II

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

**SSG:** Commandant's List, Superior Academic Achievement, Exceeded PME Standards, some college

**SFC:** Commandant's List, Superior Academic Achievement, Exceeded PME Standards, 1 year of college, EJPME I





# MOS 35N

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

**SSG:** Critical Developmental - Squad Leader; NCOIC

Broadening – Drill Sergeant; OC/T; Small Group Leader; Instructor/Writer; Recruiter; Defense Attaché; Training Developer; Capability Developer; VA; EOL

**SFC:** Critical Developmental – NCOIC, Detachment Sergeant, Platoon Sergeant; SEA / SEL

Broadening – SR Drill SGT; Career Management NCO; Senior CTC Observer Controller / Trainer; Senior Small Group Leader; Talent Management NCO (Branch Manager); Defense Attaché; IG NCO; Recruiter; Training Developer; Capability NCO; SR INSTR; SARC-VA; EOA

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



# MOS 35N

## TRAINING

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

**SSG:** NSA Military Cryptologic Continuing Education Program (MCCEP) Phase III Complete, Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Battle Staff Ops Course; Master Resilience Training Facilitator Course MRT-FC

**SFC:** MCCEP Phase III Complete, Battle Staff Ops Course, EOLC, Master Resilience Training Facilitator Course MRT-FC

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

**SSG:** NSA MCCEP Phase I Complete, Military Intern SIGINT Analyst Program (MINSAP), Tactical SIGINT Course, APG Operator Course, Master Resilience Training Course (MRT), MFT

**SFC:** NSA MCCEP Phase II Complete, Middle Enlisted Cryptologic Career Advancement Program (MECCAP) Tactical SIGINT Course, APG Operator Course, Master Resilience Training Course (MRT), MFT

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)









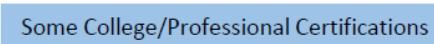
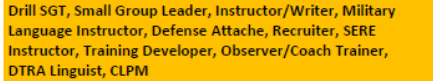
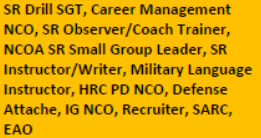
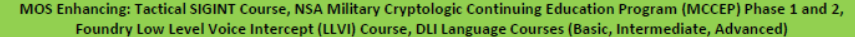
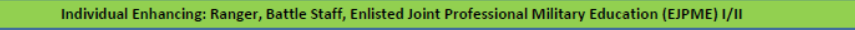
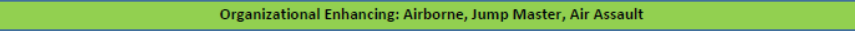
**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)



# 35P Talent Development Model (Caps at E7)

Years of Service

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

	   	<b>RCP</b>			
<b>Key Leadership Position</b> MQ rating and highly enumerated ranking	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- Section NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> </ul>		
<b>Military/Civilian Education</b>	<b>DLC 1</b> 	<b>DLC 2</b> 	<b>DLC 3</b> 	<b>DLC 4</b> 	
<b>Key Development</b>	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> <li>- Special Operations Support*</li> </ul>	<ul style="list-style-type: none"> <li>- SMU*</li> <li>- Ranger Regiment*</li> </ul>	<p>This MOS at skill level 35P40 is eligible to compete for MOS 35Z50.</p>
<b>Broadening Opportunities</b>					
<b>Military Training</b>					
					
					

\*Denotes Operational Assignment in Key Development



# MOS 35P

The Signals Intelligence Voice Interceptor performs detection, acquisition, geolocation, identification, and exploitation and analysis of foreign communications at all echelons using SIGINT, and/or EW systems, and through access to extended SIGINT enterprise databases. The SIGINT Voice Interceptor identifies, copies, translates, transcribes and/or produces summaries of foreign communications. They perform analysis and ISR synchronization to DA PAM 600-25 01 October 2022 support mission requirements. Success in this MOS requires demonstrated potential in their control language proficiency, technical skills, and leadership abilities.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, NCOIC

**MSG:** 35P become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader, NCOIC

**SFC:** 12+ months in the following: Platoon Sergeant, NCOIC

**MSG:** 35P become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35P

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, 1 year of college, Enlisted Joint Professional Military Education (EJPME) I

**SFC:** Distinguished Honor Graduate, Associates Degree, EJPME II

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

**SSG:** Commandant's List, Superior Academic Achievement, or exceeded PME standards, some college

**SFC:** Commandant's List, Superior Academic Achievement, or exceeded PME standards, 1 year of college, EJPME I



# MOS 35P

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

**SSG:** Key Developmental: Squad Leader, NCOIC

Broadening/Institutional: Drill Sergeant, Observer Coach Trainer, Small Group Leader, Instructor/Writer, Military Language Instructor, Defense Attaché, Recruiter, Training Developer, CLPM

**SFC:** Key Developmental: Platoon Sergeant, NCOIC

Broadening/Institutional: Senior Drill Sergeant, Senior Observer Coach Trainer, NCOA Senior Small Group Leader, Senior Instructor/Writer, Senior Military Language Instructor, Defense Attaché, Recruiter, Training Developer, DTRA Linguist, HRC PD NCO, Career Management NCO, IG NCO, SARC-VA, EOA, BDE CLPM

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



# MOS 35P

## TRAINING

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

**SSG:** NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 1, Aerial Precision Guidance (Air/Ground Certification), Ranger, Jumpmaster, Master Resiliency Trainer (MRT), Equal Opportunity Leader (EOL), Victim Advocate (VA)

**SFC:** Battle Staff Ops Course, NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 2, Aerial Precision Guidance (Air/Ground Certification), CLPM, Ranger, Jumpmaster, Equal Opportunity Advisor (EOA), Sexual Assault Response Coordinator (SARC)

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

**SSG:** NSA Military Cryptologic Continuing Education Program (MCCEP) Enrolled, Foundry Low Level Voice Intercept (LLVI) Course, MFT

**SFC:** NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 2 Enrolled, Foundry Low Level Voice Intercept (LLVI) Course, MFT

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)







U.S. ARMY

# 35S Talent Development Model (Caps at E7)

Years of Service

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

	   	<b>RCP</b>		
<b>Key Leadership Position</b> MQ rating and highly enumerated ranking	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- Section NCOIC</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> </ul>	
<b>Military/Civilian Education</b>	<p><b>DLC 1</b></p> <p><b>BLC</b></p>	<p><b>DLC 2</b></p> <p><b>ALC</b></p>	<p><b>DLC 3</b></p> <p><b>SLC</b></p> <p><b>DLC 4</b></p> <p><b>MLC</b></p> <p>Some College/Professional Certifications</p>	
<b>Key Development</b>	<ul style="list-style-type: none"> <li>- Team Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Squad Leader</li> <li>- NCOIC</li> <li>- SMU*</li> <li>- Special Operations Support*</li> <li>- Ranger Regiment*</li> </ul>	<ul style="list-style-type: none"> <li>- Detachment SGT</li> <li>- Platoon SGT</li> <li>- SEA/SEL</li> <li>- NCOIC</li> <li>- Special Operations Support*</li> </ul> <ul style="list-style-type: none"> <li>- SMU*</li> <li>- Ranger Regiment*</li> </ul>	<p>This MOS at skill level 35S40 is eligible to compete for MOS 35Z50.</p>
<b>Broadening Opportunities</b>	<p>Instructor/Writer, Recruiter, Defense Attache, Small Group Leader, Training Developer, Capability Developer, VA, EOL</p>		<p>SR Small Group Leader, SR Instructor, Career Management NCO, HR PD NCO</p>	
<b>Military Training</b>	<p>MOS Enhancing: NSA Military Cryptologic Continuing Education Program (MCCEP) Phase I-4, Enlisted Crypto Military Communications Intelligence Signals Analyst Program (MCSAP), Middle Enlisted Cryptologic Career Advancement Program (MECCAP)</p> <p>Individual Enhancing: Ranger, Battle Staff, Enlisted Joint Professional Military Education (EJPME) I/II</p> <p>Organizational Enhancing: Airborne, Jump Master, Air Assault</p>			

\*Denotes Operational Assignment in Key Development





# MOS 35S

The Signals Collector/Analyst performs and supervises SIGINT exploitation during the search, collection, analysis, locating, and reporting of foreign communications collected throughout the Electromagnetic Spectrum, special sources and digital networks; conducts efforts against non-communication transmissions to include ELINT and Foreign Instrumentation SIGINT; operates tactical SIGINT collection equipment and hardware.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, Section NCOIC, Platoon Sergeant

**SFC:** 24+ months in the following: Detachment Sergeant, Platoon Sergeant, SEA / SEL, Section NCOIC

**MSG:** 35S become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: Squad Leader, Section NCOIC, Platoon Sergeant

**SFC:** 12+months in the following: Platoon Sergeant, SEA / SEL, Section NCOIC

**MSG:** 35S become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35S

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, 1 year of college, Enlisted Joint Professional Military Education (EJPME) I

**SFC:** Distinguished Honor Graduate, Associates Degree, EJPME II

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

**SSG:** Commandant's List, Superior Academic Achievement, Exceeded PME Standards, some college

**SFC:** Commandant's List, Superior Academic Achievement, Exceeded PME Standards, 1 year of college, EJPME I



# MOS 35S

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

**SSG:** Critical/ Key Developmental - Squad Leader; NCOIC

Broadening/ Institutional – Drill Sergeant; OC/T; Small Group Leader; Instructor/Writer; Recruiter; Defense Attaché; Training Developer; Capability Developer; VA; EOL

**SFC:** Critical/ Key Developmental – NCOIC, Detachment Sergeant, Platoon Sergeant; SEA / SEL

Broadening/ Institutional – SR Drill SGT; Career Management NCO; Senior CTC Observer Controller / Trainer; Senior Small Group Leader; Talent Management NCO (Branch Manager); Defense Attaché; IG NCO; Recruiter; Training Developer; Capability NCO; SR INSTR; SARC-VA; EOA

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



# MOS 35S

## TRAINING

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

**SSG:** NSA Military Cryptologic Continuing Education Program (MCCEP) Phase III Complete, Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Battle Staff Ops Course, Military ELINT Signals Analysis Program (MESAP), Military Signals Analysis Program (MSAP), Military Operational ELINT Signals Analysis Program (MOSAP), Master Resilience Training Facilitator Course MRT-FC

**SFC:** MCCEP Phase III Complete, Battle Staff Ops Course, EOLC, Master Resilience Training Facilitator Course MRT-FC

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

**SSG:** NSA MCCEP Phase I Complete, Military Intern SIGINT Analyst Program (MINSAP), Tactical SIGINT Course, APG Operator Course, Master Resilience Training Course (MRT), MFT

**SFC:** NSA MCCEP Phase II Complete, Middle Enlisted Cryptologic Career Advancement Program (MECCAP); Tactical SIGINT Course; APG Operator Course, Master Resilience Training Course (MRT), MFT

## OTHER INDICATIONS

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

**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)

**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)



# 35T Talent Development Model (Caps at E7)

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 enumerated ranking		- Team Leader - NCOIC		- Squad Leader - NCOIC			- Detachment SGT - SEA/SEL - Platoon SGT - NCOIC									
<b>Military/Civilian Education</b>	DLC 1 BLC	DLC 2		DLC 3 ALC		SLC	DLC 4 MLC									
	Some College/Professional Certifications (Security+, A+,Network+)															
<b>Key Development</b>		- Team Leader - NCOIC - SMU* - Special Operations Support* - Ranger Regiment*		- Squad Leader - NCOIC - SMU* - Special Operations Support* - Ranger Regiment*			- Detachment SGT - Platoon SGT - SEA/SEL - NCOIC - Special Operations Support*		- SMU* - Ranger Regiment*							This MOS at skill level 35T40 is eligible to compete for MOS 35Z50.
<b>Broadening Opportunities</b>		Defense Attache		Drill SGT, Recruiter, Small Group Leader, Instructor/Writer, Observer/Coach/Trainer, Defense Attache, Operations NCO			SR Drill SGT, Recruiter, SR Small Group Leader, SR Instructor/Writer, SR Observer/Coach/Trainer, Defense Attache, Career Management NCO, HR PD NCO									
<b>Military Training</b>	MOS Enhancing: Digital Intelligence Systems Master Gunners Course, DCGS-A Maintenance Course, GCSS-A Maintenance Supervisor Course Individual Enhancing: Ranger, Battle Staff, Enlisted Joint Professional Military Education (EJPM) I/II Organizational Enhancing: Airborne, Jump Master, Air Assault															

\*Denotes Operational Assignment in Key Development



# MOS 35T

The Intelligence Master Systems Maintainer/Integrator configures, monitors, integrates, maintains, troubleshoots, repairs, and manages intelligence information systems, equipment, transmission media, and networks; performs the planning, employment, configuration, integration, monitoring, and maintenance of complex computer-controlled networks and national cryptologic systems to enable the IWfF to provide support to the Intelligence Community in multiple domains and operational environments.

## LEADERSHIP POSITIONS

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

NOTE: This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: NCOIC and/or Squad Leader

**SFC:** 24+ months in the following: Detachment Sergeant and/or Platoon Sergeant

**MSG:** 35T become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM

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

**SSG:** 12+ months in the following: NCOIC and/or Squad Leader

**SFC:** 12+ months in the following: Detachment Sergeant and/or Platoon Sergeant

**MSG:** 35T become 35Z5O at MSG

**CSM/SGM:** 35Z5O become 35Z6O at SGM



# MOS 35T

## PHYSICAL FITNESS

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

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

**SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Distinguished Honor Graduate, 1 year of college, Enlisted Joint Professional Military Education (EJPME) I

**SFC:** Distinguished Honor Graduate, Associates Degree, EJPME II

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

**SSG:** Exceeded PME Standards or Commandant's List, some college

**SFC:** Exceeded PME Standards or Commandant's List, 1 year of college, EJPME I



# MOS 35T

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

SSG: Broadening: Instructor/Write, Recruiter, OC/T, Small Group Leader, Drill Sergeant  
Critical Developmental: Research, Development, Test, and Evaluation NCO; Operations NCO;

SFC: Broadening: Instructor/Write, Recruiter, OC/T, Small Group Leader, Drill Sergeant  
Critical Developmental: Senior Research, Development, Test, and Evaluation NCO; Senior Operations NCO

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





# MOS 35T

## TRAINING

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

**SSG:** Digital Intel Systems Master Gunners Course (DIS-MG), DCGS-A Maintenance Course, GCSS-A Maintenance Supervisor Course, Battle Staff Course, Ranger, Jump Master, SARC-VA  
**SFC:** DIS-MG, DCGS-A Maintenance Course, Ranger, Jump Master, Battle Staff Ops Course, SARC-VA

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

**SSG:** Airborne, Air Assault, MRT, EOL, SHARP, MFT  
**SFC:** Airborne, Air Assault, GCSS-A Course, MRT, EOL, SHARP, MFT

## OTHER INDICATIONS

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





**SSG:** Basic Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)  
**SFC:** Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Drill Sergeant Leader, Knowlton Award (MI Corps Award)



# 35Z Talent Development Model (MSG/1SG-SGM/CSM)

Years of Service

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

		 	 	<b>RCP</b>
<b>Key Leadership Position</b> MQ rating and highly enumerated ranking		<ul style="list-style-type: none"> <li>- First Sergeant</li> <li>- Joint Senior Enlisted Advisor/Leader (SEA/SEL)</li> </ul>	<ul style="list-style-type: none"> <li>- BN CSM</li> <li>- BDE CSM</li> <li>- Joint SEA/SEL</li> <li>- NCOA CMDT</li> <li>- Garrison CSM</li> </ul>	
<b>Military/Civilian Education</b>		<div style="background-color: yellow; padding: 2px;">DLC 5</div> <div style="background-color: green; padding: 2px;">EJPME II</div> <div style="background-color: green; padding: 2px;">SMC</div> <div style="background-color: blue; padding: 2px;">Associate's Degree</div>	<div style="background-color: yellow; padding: 2px;">DLC 6</div> <div style="background-color: green; padding: 2px;">NLC</div> <div style="background-color: blue; padding: 2px;">Bachelor's Degree</div>	
<b>Key Development</b>	The following MOS's and skill levels are eligible to compete for MOS 35Z50: 35F40, 35G40, 35L40, 35M40, 35N40, 35P40, 35S40, 35T40	<ul style="list-style-type: none"> <li>- First Sergeant</li> <li>- SEA/SEL</li> <li>- Division/Corps ACE NCOIC</li> <li>- BCT S2 NCOIC</li> <li>- BN/BDE Operations S3 NCOIC</li> <li>- Mission Manager</li> <li>- Chief RDT&amp;E NCO</li> </ul>	<ul style="list-style-type: none"> <li>- G2/J2 SGM</li> <li>- BN/BDE OPS SGM</li> <li>- Garrison CSM</li> <li>- BDE OPS SGM</li> <li>- Ranger Regiment</li> <li>- Nominative Positions</li> </ul>	
<b>Broadening Opportunities</b>		<div style="background-color: yellow; padding: 2px;">SR Career Management NCO; SR HRC PD NCO; Joint Intelligence Centers and/or Activities; Chief CTC Observer Controller/Trainer; NCOA Deputy Commandant; Chief Instructor/Writer; Chief Training Developer; Defense Attaché; IG NCO; SARC; EOA</div>	<div style="background-color: yellow; padding: 2px;">Chief Career Management NCO; HRC Branch/Division SGM; USASMA Intelligence Fellowship; Congressional Fellowship</div>	
<b>Military Training</b>		<div style="background-color: green; padding: 2px;">Enlisted Joint Professional Military Education II, Battle Staff Ops Course, Company CDR/1SG PCC, Digital Intelligence Systems Master Gunner Course (DISMG-C), How the Army Runs Course</div>	<div style="background-color: green; padding: 2px;">Pre-Command Course (PCC), Nominative Leader Course (NLC), How the Army Runs Course</div>	



# MOS 35Z

The Intelligence Master Sergeant/Sergeant Major prepares plans, training materials, and coordinates the implementation of operations, training programs, and communication activities; reviews intelligence related publications, policies, procedures, and prepares recommended changes and updates to support present and future operations; compares, reviews, and requests force manning and structure authorization documents with intelligence scope, mission and function to recommend revisions or requisitions.

## LEADERSHIP POSITIONS

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

**MSG:** 24 months of successful First Sergeant time, Senior Enlisted Advisor/Leader

**CSM/SGM:** BDE – Served 24 months as BN CSM; AND 12 months as a Corps G2 SGM, J2 SGM, or Group SGM

BN – Served 24 months as Division G2 or Analysis and Control Element (ACE) SGM

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

**MSG:** 12 months of successful First Sergeant time, Senior Enlisted Advisor/Leader

**CSM/SGM:** BDE – Served 12 months as BN CSM or 24 months as Corps G2 SGM, J2 SGM, or Group SGM

BN – Served 12 months as Division G2, Analysis and Control Element (ACE) SGM



# MOS 35Z

## PHYSICAL FITNESS

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

**MSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March

**CSM/SGM:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March

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

**MSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**CSM/SGM:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

## MILITARY/CIVILIAN EDUCATION

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

**MSG:** Distinguished Honor Graduate, Bachelors Degree, SEJPME II

**CSM/SGM:** Distinguished Honor Graduate, Master's Degree

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

**MSG:** Exceeded PME Standards or Commandant's List, Associates Degree, SEJPME I

**CSM/SGM:** Exceeded USASMA Course Standards, Bachelor's Degree



# MOS 35Z

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

**MSG:** Key Developmental – First Sergeant, SEA/SEL, BCT S2 NCOIC/Intelligence Senior SGT, ACE NCOIC, BDE/BN, Operations S2/S3 NCOIC, Mission Manager, Chief RDT&E NCOIC, SMU, SF Support

Broadening – Senior Career Management NCO, NCOA Deputy Commandant, OC/T, Chief Instructor/Writer, Senior HRC PD NCO

**CSM/SGM:** Key Developmental – Special Operations Support, Ranger Regiment Intelligence SGM, NATO Intel SGM, Security Forces Assistance (DIV or CORPS), USASMA, Joint Intelligence Operations Center (JIOC)

Broadening – Chief Career Management NCO, HRC Branch/Division SGM, Operations SGM, Special Missions Units SGM

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



# MOS 35Z

## TRAINING

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

**MSG:** First Sergeant Course, Source Operations Course, MRT, Ranger

**CSM/SGM:** Nominative Leader Course

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

**MSG:** Battle Staff Ops Course

**CSM/SGM:** Pre-Command Course (PCC)

## OTHER INDICATIONS

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

**MSG:** Master/Senior Army Instructor Badge, NCO/Drill Sergeant/Platoon Sergeant/Instructor of the Year, Knowlton Award (MI Corps Award)

**CSM/SGM:** Knowlton Award, SGM-A Fellowship, Congressional Fellowship