



U.S.ARMY

CMF 46 Progression Chart (PA)



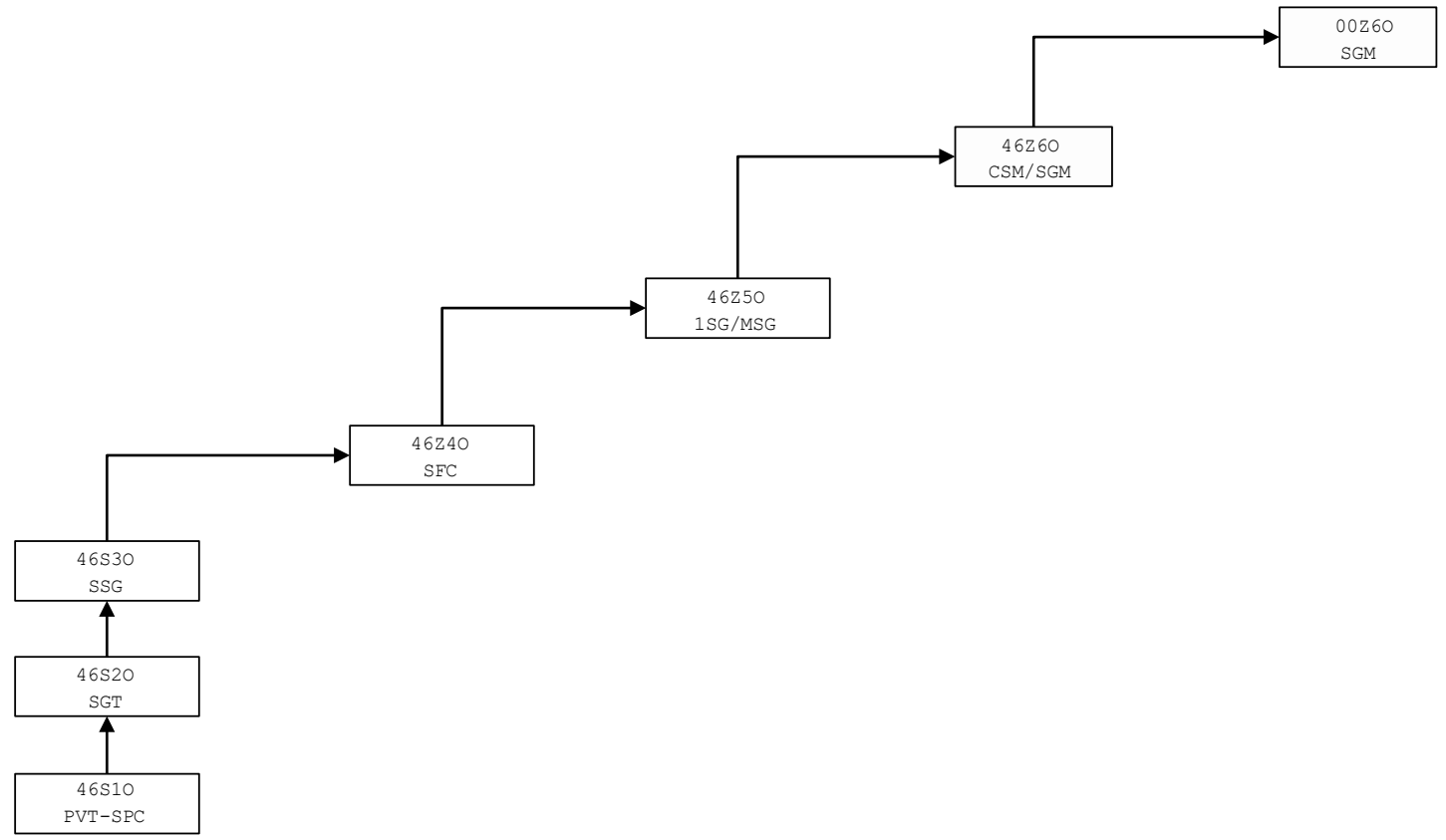
Public Affairs
Mass Communications
Specialist

Public Affairs
Operations NCO








Senior Public
Affairs NCO

Chief Public
Affairs NCO

Nominative
Sergeant Major



46S Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
															
Key Leadership Positions MQ rating and highly enumerated ranking					Team NCO					See 46Z for SFC - SGM					
Military/Civilian Education	DLC 1	DLC 2		ALC	DLC 3			SLC		See 46Z for SFC - SGM					
		ACE, RBLP			RBLP-C		Associate's Degree								
Key Developmental	PAD, MPAD, TPASE			BDE PA NCOIC, AFN Broadcast/Ops NCO, Army Special Ops PA NCO						See 46Z for SFC - SGM					
Broadening Opportunities								TWI							
								Drill Sergeant, Recruiter, Instructor/Writer		See 46Z for SFC - SGM					
								SGL, OC/T							
								ASL Photographer							
Military Training															
		Airborne School, Air Assault						DINFOS Advanced Courses							
								SEJPME I							
								Battle Staff, EOL, Jumpmaster, MFT, MRT, SHARP							
		Writing (MCF-W)													



MOS 46S



The Public Affairs Mass Communication Specialist participates in and assist with the execution, supervision and administration of successful Army Public Affairs programs and activities in support of Theater Army, joint, interagency, intergovernmental, multinational and unified operations. Public affairs mass communication specialists provide direct public affairs support through the planning, coordination, execution and supervision of public affairs operations to inform internal and external audiences, media and key publics.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: BDE Public Affairs NCOIC; AFN Broadcast Operations NCO

Highly qualified looks like:

SSG: PAD/Mobile Public Affairs Detachment (MPAD) NCO; ASCC Public Affairs NCO



U.S. ARMY

MOS 46S



PHYSICAL FITNESS **Most qualified looks like:**

SSG: 540 or Above, Physical Fitness Badge (90 in each event)

Highly Qualified looks like:

SSG: 500 – 539 on ACFT

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Exceeded ALC Course Standards, Leadership Award, Distinguished Honor Graduate, Associate's Degree

Highly qualified looks like:

SSG: Commandant's List, Some College toward a degree



MOS 46S



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

SSG: Small Group Leader (SGL), Instructor/Writer, Observer Controller/Trainer NCO, Recruiter, or Drill Sergeant, or Training with Industry (TWI), Army Senior Leader Photographer. ARNG TDP (ARNG Only); Brigade Public Affairs NCOIC, AFN Operations, or other positions at Army Service Component Commands (ASCC) and Army Special Operations.

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



U.S. ARMY

MOS 46S

TRAINING

Most qualified looks like:

SSG: Airborne, Air Assault, MFT

Highly qualified looks like:








SSG: MRT, SHARP, EOL, Defense Information School Intermediate Courses

OTHER INDICATORS

Most qualified looks like:

SSG: Audie Murphy, SGT Morales, NCO of the Quarter/Year, Keith L. Ware namesake and definitive of the year awards in broadcast/print/visual information, MSG Triggs Leadership Award, Military Order of St. Gabriel Regt Award (Silver), Instructor Badge, Volunteer Award MOVSM

46Z Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	
																
Key Leadership Positions MQ rating and highly enumerated ranking	See 46S for SPC-SSG						PAD NCOIC, AFN Station Manager	First Sergeant		PA Directorate SGM	TPASE CSM (BN) DINFOS CSM (BDE)					
Military/Civilian Education	See 46S for SPC-SSG							DLC 4		DLC 5		DLC 6				
									MLC		SGM-A	BN/BDE PCC	NLC	KEYSTONE		
								Bachelor's Degree			Master's Degree					
								RBLP-T, PMP, Lean Sigma 6			USASMA Fellowship					
Key Developmental	See 46S for SPC-SSG						PA OPS NCO	Senior Public Affairs NCO		Chief Public Affairs NCO						
Broadening Opportunities	See 46S for SPC-SSG							TWI	Senior SGL, Senior Drill Sergeant, IG*, SARC*, MEO Advisor*		OCPA Regional Office NCOIC, Proponent NCOIC, Senior Talent Management NCO, SMA PA NCO, NCO Journal NCOIC		COCOM PA SGM, Garrison CSM, SGM-A Instructor		HQDA OCLL Fellow	
Military Training	See 46S for SPC-SSG								DINFOS Advanced Courses							
									SEJPME II							
								Battle Staff, EOA, Jumpmaster, MFT, MRT, SHARP			How The Army Runs Course, Force Management Course, Capabilities Development Course					
								TIOPC, Joint Special Ops PA Course								

*While there are no CMF 46 authorizations for these positions, CMF 46 Soldiers may hold these positions for a variety of reasons. Evaluation boards should assess individuals in these positions based on their performance and potential annotated on their evaluation reports.



MOS 46Z



The Public Affairs Mass Communication Specialist participates in and assist with the execution, supervision and administration of successful Army Public Affairs programs and activities in support of Theater Army, joint, interagency, intergovernmental, multinational and unified operations. Public affairs mass communication specialists provide direct public affairs support through the planning, coordination, execution and supervision of public affairs operations to inform internal and external audiences, media and key publics.

LEADERSHIP POSITIONS

Most qualified looks like:

SFC: Public Affairs Det (PAD) NCOIC; Division Public Affairs Operations NCO; SF Group / Theater Special Operations Command (TSOC) NCOIC

MSG: 1SG in SQI M-coded positions Army-Wide, PA Advisor to the SMA; Senior Talent Management NCO

CSM/SGM: Successful completion of 6C/7C; Corps SGM, Army Service Component Command (ASCC) SGM (7S/6S)

Highly qualified looks like:

SFC: MPAD team leader; Multifunctional Brigades NCOIC; American Forces Network (AFN) Station managers; Defense Media Agency (DMA) NCO; ASCC NCO; Proponent NCO; Office of the Chief of Public Affairs (OCPA) NCO

MSG: Division Public Affairs NCOIC; Proponent NCOIC

CSM/SGM: Theater Sustainment Command (TSC) SGM (7S); DMA SGM (7S)



U.S. ARMY

MOS 46Z



PHYSICAL FITNESS

Most qualified looks like:

SFC: 540 or Above, Physical Fitness Badge (90 in each event)

MSG: 540 or Above, Physical Fitness Badge (90 in each event)

CSM/SGM: 540 or Above, Physical Fitness Badge (90 in each event)

Highly Qualified looks like:

SFC: 500 – 539 on ACFT

MSG: 500 – 539 on ACFT

CSM/SGM: 500 – 539 on ACFT

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SFC: Exceeded SLC Course Standards, Leadership Award, Distinguished Honor Graduate, Bachelor's Degree

MSG: Exceeded MLC Course Standards, Leadership Award, Distinguished Honor Graduate, Master's Degree

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

Highly qualified looks like:

SFC: Commandant's List, Associate's Degree

MSG: Commandant's List, Bachelor's Degree

CSM/SGM: Met USASMA Course Standards, Master's Degree



MOS 46Z



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

SFC: Training Developer, Senior SGL, Senior Drill Sergeant, Inspector General, Sexual Assault Response Coordinator, MEO Advisor, or TWI; **Public Affairs Operations NCO.**

MSG: PA Advisor to the SMA, Senior Talent Management NCO, Proponent NCOIC, or an Office of the Chief of Public Affairs (OCPA) Regional Office NCOIC; **Senior Public Affairs NCO.**

CSM/SGM: HQDA OCLL, SGM-A Instructor; **Chief Public Affairs NCO.**

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



U.S. ARMY

MOS 46Z

TRAINING

Most qualified looks like:

SFC: Airborne, Air Assault, MFT

MSG: Airborne, Air Assault, MFT

CSM/SGM: Airborne, Air Assault, MFT

Highly qualified looks like:

SSG: MRT, SHARP, EOL, Defense Information School Intermediate Courses

SFC: MRT, SHARP, EOL, Defense Information School Intermediate Courses

MSG: MRT, SHARP, EOL, Defense Information School Senior Courses

CSM/SGM: MRT, SHARP, EOL, Senior Enlisted and Joint Professional Military Education Courses

OTHER INDICATORS

Most qualified looks like:

SFC: Audie Murphy, SGT Morales, NCO of the Quarter/Year, Keith L. Ware namesake and definitive of the year awards in broadcast/print/visual information, AUSA Kilpatrick Scholarship Recipient, Order of St. Gabriel Regt Award (Silver), Instructor Badge, Volunteer Award MOVSM

MSG: U.S. Army Storyteller of the Year, AUSA Kilpatrick Scholarship Recipient, Ancient Order of St. Gabriel Regt Award (Gold), Volunteer Award MOVSM

CSM/SGM: Ancient Order of St. Gabriel Regt Award (Gold), Accreditation in Public Relations + Military Communication



CMF 46 Progression Chart (VI)



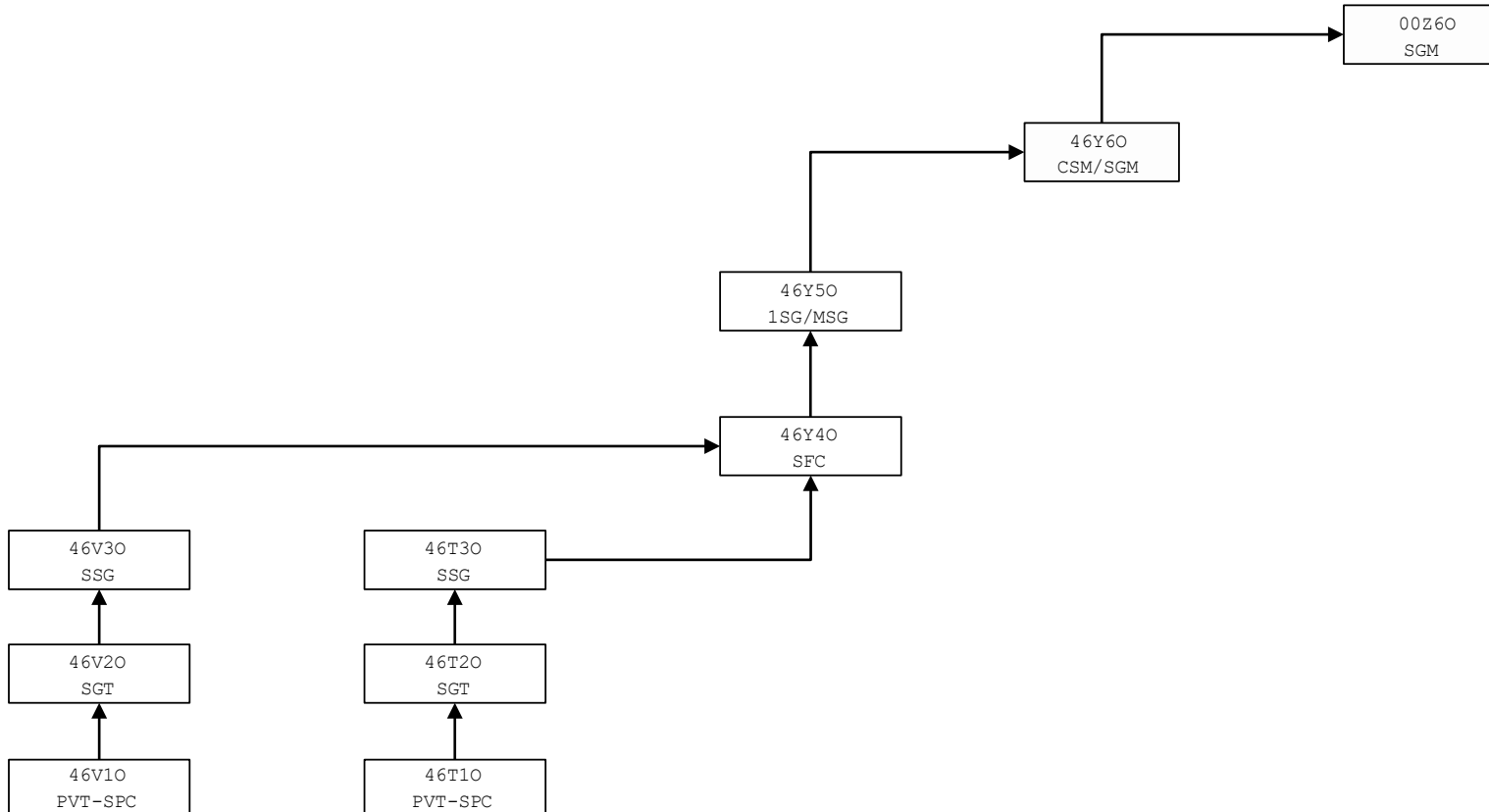
Visual Information Specialist

Visual Information Equipment Operator-Maintainer








Visual Information Supervisor

Visual Information Sergeant Major

Nominative Sergeant Major



46V Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
															
Key Leadership Positions MQ rating and highly enumerated ranking		Team Leader		Squad Leader						See 46Y for SFC - SGM					
Military/Civilian Education	DLC 1	DLC 2		DLC 3											See 46Y for SFC - SGM
		BLC		ALC				SLC							
			ACE, RBLP		RBLP-C		Associate's Degree								
Key Developmental		Instructor/Writer, AMVID, 55 th PA CO (COMCAM)		Ops NCO, Senior VI NCO, Training Developer, Instructor/Writer, OC/T, AMVID, Army Special Operations											See 46Y for SFC - SGM
Broadening Opportunities		WRNMC Medical Photographer, SECARMY Photographer, CSA Photographer, ASL Photographer													See 46Y for SFC - SGM
			Drill Sergeant, Recruiter, Instructor/Writer, SGL												
			WHCA												
Military Training		Airborne School, Air Assault		SEJPME I											
			DINFOS Advanced Courses												
			Battle Staff, EOL, Jumpmaster, MFT, MRT, SHARP												See 46Y for SFC - SGM



U.S. ARMY

MOS 46V

The Visual Information Specialist supervises, manages, and operates electronic still, video multimedia illustrations and audio acquisition equipment to document combat and noncombat Army, Joint, and Coalition operations; creates visual information products in support of combat documentation for MISO, military intelligence, medical, public affairs, training and other functions; coordinates and directs personnel and operational requirements to produce multimedia illustrations and audio-visual productions in both fixed and tactical environments.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Squad Leader, Operations NCO

Highly qualified looks like:

SSG: Squad Leader



U.S. ARMY

MOS 46V



PHYSICAL FITNESS

Most qualified looks like:

SSG: 540 or Above, Physical Fitness Badge (90 in each event) or place 1st, 2nd, or 3rd in the SPC Hilda I. Clayton Best COMCAM Competition

Highly Qualified looks like:

SSG: 420-540 (70 in each event) or compete in the SPC Hilda I. Clayton Best COMCAM Competition

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Exceeded ALC Course Standards, Leadership Award, Distinguished Honor Graduate, Associate's Degree, Adobe Certified Expert: Illustrator, Adobe Certified Expert: Premier Pro

Highly qualified looks like:

SSG: Commandant's List, 30+ semester hours of college, Adobe Certified Expert



MOS 46V



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

SSG: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, Walter Reed National Military Medical Center Medical Photographer, Secretary of the Army Photographer, Army Chief of Staff Photographer, Army Senior Leader Photographer, or at WHCA. ARNG TDP (ARNG Only); **55th Public Affairs Company (Combat Camera) or AMVID.**

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



U.S. ARMY

MOS 46V

TRAINING

Most qualified looks like:

SSG: BSNCO, EOL, Jumpmaster, MFT, MRT, VIM, SHARP Foundations Course, SEJPME I, CFD-DC

Highly qualified looks like:








SSG: Airborne, Air Assault, DMC, IMMC, CFD-IC, Retention NCO

OTHER INDICATORS

Most qualified looks like:

SSG: NCO of the Quarter/Year, Audie Murphy, SGT Morales, Distinguished Leader Award, Drill Sergeant/Recruiter of the Quarter/Year, Instructor of the Year, Keith L. Ware Award winner, SPC Hilda I. Clayton Best Combat Camera Competition, Expert Soldier Badge, Best Warrior Competition, Expert Soldier Badge, German Proficiency Badge.

46T Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
															
Key Leadership Positions MQ rating and highly enumerated ranking		Team Leader		Squad Leader						See 46Y for SFC - SGM					
Military/Civilian Education	DLC 1	BLC	DLC 2	ALC			Associate's Degree	SLC		See 46Y for SFC - SGM					
		ACE, RBLP			RBLP-C										
Key Developmental	AFN, Army Special Ops, AMVID	Studio Production Technician, A/V Technician, AMVID		Electronics Engineer, Senior VI Equipment Operator Maintainer, Master Control Technician, Ops NCO, AMVID						See 46Y for SFC - SGM					
Broadening Opportunities		Drill Sergeant, Recruiter, Instructor/Writer, SGL													
		WHCA								See 46Y for SFC - SGM					
Military Training	Airborne School, Air Assault		SEJPME I												
		DINFOS Advanced Courses													
		Battle Staff, EOL, Jumpmaster, MFT, MRT, SHARP								See 46Y for SFC - SGM					



U.S. ARMY

MOS 46T

The Visual Information Equipment Operator-Maintainer installs, operates, maintains, and performs unit and higher levels of maintenance on visual information equipment and systems in support of Army, Joint, and Combined operations; plans technical aspects to satisfy on-air maintenance requirements; develops and advises Commanders on TV broadcasting and VI production engineering requirements; establishes and applies quality control measures in TV broadcasting and VI productions.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Squad Leader, Detachment Section NCO, or Operations NCO

Highly qualified looks like:

SSG: Squad Leader



MOS 46T



PHYSICAL FITNESS

Most qualified looks like:

SSG: 540 or Above, Physical Fitness Badge (90 in each event) or place 1st, 2nd, or 3rd in the SPC Hilda I. Clayton Best COMCAM Competition

Highly Qualified looks like:

SSG: 420-540 (70 in each event) or compete in the SPC Hilda I. Clayton Best COMCAM Competition

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Exceeded ALC Course Standards, Leadership Award, Distinguished Honor Graduate, Associate's Degree

Highly qualified looks like:

SSG: Commandant's List, 30+ semester hours of college



MOS 46T



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

SSG: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader, or at WHCA; Senior VI NCO, Training Developer, Instructor/Writer, Observer Controller/Trainer NCO, AMVID, or in Army Special Operations.

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



U.S. ARMY

MOS 46T

TRAINING

Most qualified looks like:

SSG: BSNCO, EOL, Jumpmaster, MFT, MRT, VIM, SHARP Foundations Course, SEJPME I, CFD-DC

Highly qualified looks like:








SSG: Airborne, Air Assault, DMC, IMMC, CFD-IC, Retention NCO

OTHER INDICATORS

Most qualified looks like:

SSG: NCO of the Quarter/Year, Audie Murphy, SGT Morales, Distinguished Leader Award, Drill Sergeant/Recruiter of the Quarter/Year, Instructor of the Year, Keith L. Ware Award winner, SPC Hilda I. Clayton Best Combat Camera Competition, Expert Soldier Badge, Best Warrior Competition, Expert Soldier Badge, German Proficiency Badge.

46Y Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	
																
Key Leadership Positions MQ rating and highly enumerated ranking	See 46V or 46T for SPC-SSG			Multimedia NCOIC, PYSOP Detachment NCOIC, Platoon Sergeant				First Sergeant								
Military/Civilian Education	See 46V or 46T for SPC-SSG			DLC 4				MLC		DLC 5		DLC 6		NLC		KEYSTONE
	See 46V or 46T for SPC-SSG			Bachelor's Degree				Master's Degree				PACS-Q		USASMA Fellowship		
	See 46V or 46T for SPC-SSG			RBLP-T, PMP, Lean Sigma 6												
Key Developmental	See 46V or 46T for SPC-SSG			Ops NCO, VI Manager, Training Developer, OC/T				PSYOP / 55 th PA CO (COMCAM) Ops NCO, Senior Public Affairs NCO				Chief Public Affairs NCO				
Broadening Opportunities	See 46V or 46T for SPC-SSG			Senior SGL, Senior Drill Sergeant, IG*, SARC*, MEO Advisor*				AMVID NCOIC, VI Career Field Manager, Senior Talent Management NCO, Army Artist-in-Residence				Garrison CSM, Proponent SGM, HQDA OCLL Fellow, SGM-A Instructor, ROTC Instructor				
Military Training	See 46V or 46T for SPC-SSG			SEJPMI II				Battle Staff, EOA, Jumpmaster, MFT, MRT, SHARP				How The Army Runs Course, Force Management Course, Capabilities Development Course				
	See 46V or 46T for SPC-SSG			TIOPC, VIM												

*While there are no CMF 46 authorizations for these positions, CMF 46 Soldiers may hold these positions for a variety of reasons. Evaluation boards should assess individuals in these positions based on their performance and potential annotated on their evaluation reports.



MOS 46Y

The Visual Information Operations Chief plans, programs, and supervises personnel performing visual information support for Army, Joint, and Coalition operations; manages fixed and deployable documentation/production, multimedia illustration, television production and distribution, and VI equipment repair operations; leads Soldiers in the deployment of various Audio and Visual portable equipment supporting combat documentation; and directs visual information operations for larger scale VI operations from Theater and Corps level to Department of the Army level.

LEADERSHIP POSITIONS

Most qualified looks like:

SFC: Platoon Sergeant, PSYOP Detachment NCOIC

MSG: 1SG in SQI M-coded positions Army-Wide

CSM/SGM: Successful completion of 6C/7C; Corps SGM, Army Service Component Command (ASCC) SGM (7S/6S)

Highly qualified looks like:

SFC: Multimedia NCOIC, VI Operations NCO

MSG: VI Operations NCOIC

CSM/SGM: Operations SGM, Primary Staff NCO; Proponent SGM



MOS 46Y



PHYSICAL FITNESS

Most qualified looks like:

- SFC:** 540 or Above, Physical Fitness Badge (90 in each event)
- MSG:** 540 or Above, Physical Fitness Badge (90 in each event)
- CSM/SGM:** 540 or Above, Physical Fitness Badge (90 in each event)

Highly Qualified looks like:

- SFC:** 420-540 (70 in each event)
- MSG:** 420-540 (70 in each event)
- CSM/SGM:** 420-540 (70 in each event)

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

- SFC:** Exceeded ALC Course Standards, Distinguished Honor Graduate/Leader, Associate's Degree, Project Management Program (PMP) Certification
- MSG:** Exceeded MLC Course Standards, Distinguished Honor Graduate/Leader, Bachelor's Degree, PMP
- CSM/SGM:** Exceeded USASMA Course Standards, Master's Degree, PMP, Lean Sigma 6, PACS-Q, USASMA Fellowship

Highly qualified looks like:

- SFC:** Commandant's List, Associate's Degree, 30+ semester hours of college, Adobe Certified Expert
- MSG:** Commandant's List, Bachelor's Degree, Adobe Certified Expert
- CSM/SGM:** Met USASMA Course Standards, Master's Degree, Adobe Certified Expert



MOS 46Y



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

SFC: Senior SGL, Senior Drill Sergeant, Inspector General, Sexual Assault Response Coordinator, or Military Equal Opportunity (MEO) Advisor; Operations NCOIC, VI Manager, Training Developer, or Observer Controller/Trainer NCO.

MSG: AMVID NCOIC, Senior VI Career Field Manager, Senior Talent Management NCO, or the Army Artist-in-Residence; Operations NCOIC at PSYOP Battalion, 55th Public Affairs Company (COMCAM), or a Senior Public Affairs NCO.

CSM/SGM: Garrison CSM, the Proponent SGM, HQDA Office of the Chief Legislative Liaison (OCLL) Fellow, Reserve Officers' Training Corps (ROTC) Instructor or SGM-A Instructor; Chief Public Affairs NCO.

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



MOS 46Y

TRAINING

Most qualified looks like:

SFC: BSNCO, EOA, Jumpmaster, MFT, MRT, SEJPME II, SHARP Trainer, and VIM.

MSG: Army Force Management Course (AFMC) and Capabilities Development Course (CDC).

CSM/SGM: AFMC, CDC, CSM Legal Orientation Course, General Officer Senior Commander's Course, HTAR

Highly qualified looks like:

SFC: TIOPC, BSNCO, EOL, Jumpmaster, MFT, MRT, VIM, SHARP Foundations Course, SEJPME I

MSG: BSNCO, EOA, Jumpmaster, MFT, MRT, SEJPME II, SHARP Trainer, VIM, TIOPC, BSNCO, EOL, Jumpmaster, MFT, MRT, VIM, SHARP Foundations Course

CSM/SGM: Force Management Course, Capabilities Developer Course, Joint C4 Planners Course

OTHER INDICATORS

Most qualified looks like:

SFC: Audie Murphy, NCO of the Quarter/Year, Keith L. Ware namesake and definitive of the year awards in broadcast/print/visual information, Instructor Badge, Volunteer Award MOVSM

MSG: Audie Murphy, SGT Morales, NCO of the Quarter/Year, Keith L. Ware namesake and definitive of the year awards in broadcast/print/visual information, Instructor Badge, Volunteer Award MOVSM

CSM/SGM: