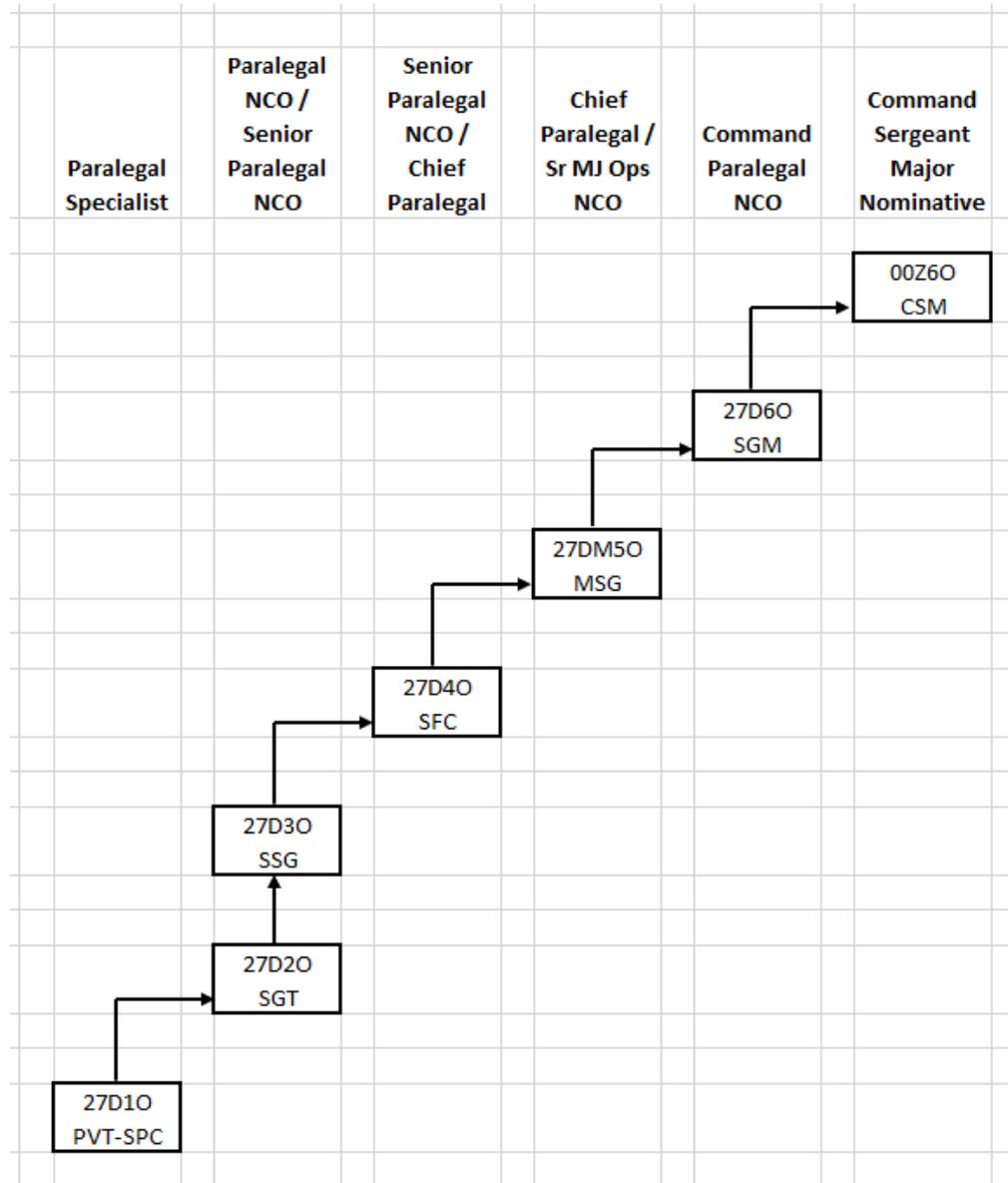




CMF 27 Progression Chart





27D Talent Development Model

U.S. ARMY

	Years of Service 2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
Key Leadership Position MQ rating and highly numerated ranking	Ranger Regiment	Bde Paralegal NCO, Section Paralegal NCO, Ranger Regiment	Sr Paralegal NCO, Support Bde, Section Paralegal NCOIC, Ranger Regiment	Sr Paralegal NCO- BCT/SOF, Sr Court Reporter, Chief or Sr Paralegal NCO- Installation, Sr Paralegal NCO-SJA/CJA, Sr MJ Ops NCO-Installation	Sr MJ Ops NCO, Chief Paralegal NCO- Installation/TSC/AMDC/Division/ASCC, Chief Paralegal NCO-Bde	Command Paralegal NCO- Division/Corps/ASCC/ACOM									
Military/Civilian Education	DLC 1 BLC	DLC 2 ALC	DLC 3 SLC Associate's Degree	DLC 4 MLC	DLC 5 SMC Bachelor's Degree	DLC 6 NLC Master's Degree									
Key Development			AIT Instructor, Small Group Leader-NCOA, Court Reporter Instructor, SVP NCO, SVC NCO, Defense Litigation NCO, Special Trial NCO,	AIT Instructor, SR Small Group Leader-NCOA, Court Reporter Instructor, Circuit Manager NCO-OSTC or C5, Regional Defense Paralegal NCO-TDS, Program Manager-OTJAG, Developer/Writer, Sr Paralegal NCO-OC/T, SFAB, MDTF, BCT					1SG-27D AIT, 1SG -NCOA, 1SG-TJAGLCS Student Detachment, 1SG-Direct Commission Course, AIT Course Director						
Broadening Opportunities		Drill Sergeant, Recruiter	Drill Sergeant, AIT Platoon SGT, Recruiter, TWI eDiscovery NCO, Office of Military Commissions, Special Mission Unit						Sr Talent Management NCO-OTJAG, Special Mission Unit, Office of Military Commissions						NCOLCOE - USASMA, BN/BDE CSM, Fellowship Participant
Military Training															
	Airborne														
	Ranger														
	Court Reporter														
	Battle Staff														
	Force Management/How the Army Runs														

Key and developmental billets and assignments: Operational or institutional MOS and CMF positions, identified by a respective proponent as required to develop critical technical and leadership skills and experience that provide the greatest potential for advancement

Broadening billets and assignments: Operational or institutional positions in a command or agency where duties are outside of one's MOS or CMF, or duties are at the operational or strategic levels. These assignments offer a purposeful expansion of an NCO's core MOS proficiency and leadership, resulting in agile and adaptive leaders capable of operating in complex environments. Broadening opportunities are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing global environments.



MOS 27D

The Paralegal Specialist performs and manages the delivery of legal services to unit command teams, staff, Soldiers, Family members, and Retirees while simultaneously providing paralegal support to judge advocates and attorneys in six legal functions which are administrative and civil law, contract and fiscal law, military justice, national security law, Soldier and family legal services, and trial defense service.

LEADERSHIP POSITIONS

Most Qualified (MQ) looks like:

SSG: 12-24 months Support Bde Paralegal NCOIC, with a MQ rating

SFC: 12-24 months Sr Paralegal NCO BCT, OSTC or TDS Circuit NCOIC, Sr Court Reporter, or Sr/Chief Paralegal NCO-Installation, with a MQ rating

MSG: 12-24 months First Sergeant, Sr Military Justice Operations NCO, Chief Paralegal NCO-Installation or Division, with a MQ rating

CSM/SGM: 18-24 months 6S/C/X Command Paralegal, 12 months 7S/C/X position, with a MQ rating

Highly Qualified (HQ) looks like:

SSG: 12-24 months Section Paralegal NCOIC, Court Reporter, with a HQ rating

SFC: 12-24 months Sr Paralegal NCO-SJA/CJA, Special Operations Forces Group, Operational Law/NSL NCO, with a HQ rating

MSG: 12-24 months Sr Paralegal NCO-Brigade, with a HQ rating

CSM/SGM: 12-24 months 6S/C/X Command Paralegal, 12 months 7S/C/X position with a HQ rating



MOS 27D

PHYSICAL FITNESS

Most Qualified looks like:

SSG: GO on ACFT

SFC: GO on ACFT

MSG: GO on ACFT

CSM/SGM: GO on ACFT

Highly Qualified looks like:

SSG: GO on ACFT

SFC: GO on ACFT

MSG: GO on ACFT

CSM/SGM: GO on ACFT



MOS 27D

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: Exceeded ALC course standards, Distinguished Honor Graduate, Distinguished Leadership Award, Associate's Degree, Paralegal Degree, or Paralegal Credentialing

SFC: Exceeded SLC course standards, Distinguished Honor Graduate, Distinguished Leadership Award, Associate's Degree, Paralegal Degree, or Paralegal Credentialing

MSG: Exceeded MLC course standards, Distinguished Honor Graduate, Bachelor's Degree, Paralegal Degree, or Paralegal Credentialing

CSM/SGM: Exceeded USASMA course standards, Master's Degree

Highly Qualified looks like:

SSG: Exceeded ALC course standards, Commandant's List, 2 Years of College

SFC: Exceeded SLC course standards, Commandant's List, 2 Years of College

MSG: Exceeded MLC course standards, Associate's Degree

CSM/SGM: Exceeded USASMA course standards, Bachelor's Degree, Paralegal Degree



MOS 27D

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

SSG: Drill Sergeant, Recruiter, TWI eDiscovery NCO, SMU, AIT Instructor, Small Group Leader-NCOA, Court Reporter Instructor, Special Victim Prosecution NCO, Special Victim Counsel NCO, (STC NCO), Ranger Regiment

SFC: Drill Sergeant, Recruiter, Talent Manager NCO-HRC, TWI eDiscovery NCO, SMU, IG NCO, Office of Military Commissions (OMC), AIT Instructor, Small Group Leader-NCOA, Sr Small Group Leader-NCOA, Court Reporter Instructor, OTJAG Program Manager NCO, Developer/Writer, Sr Paralegal NCO- OC/T, Sr Paralegal NCO-SFAB, Sr Paralegal NCO-MDTF, Circuit/Regional Manager-OSTC/TDS/C5, Ranger Regiment

MSG: Sr Talent Manager NCO-OTJAG, SMU, Office of Military Commissions (OMC), First Sergeant, AIT Course Director, Sr Military Justice Operations NCO

CSM/SGM: NCOLCOE - USASMA, Proponency SGM, TJAGLCS CSM, Regimental CSM, BN/BDE CSM, Fellowship Participant

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



MOS 27D

TRAINING

Most Qualified looks like:

SSG: Battle Staff, Court Reporter, Airborne, Ranger

SFC: Battle Staff, Court Reporter, Airborne, Ranger, How the Army Runs

MSG: Battle Staff, Airborne, Jump Master, How the Army Runs

CSM/SGM: Airborne, How the Army Runs

Highly Qualified looks like:

SSG: Battle Staff, Court Reporter, Airborne

SFC: Battle Staff, Court Reporter, Airborne

MSG: Battle Staff, Airborne

CSM/SGM: Airborne

OTHER INDICATORS

Most Qualified looks like:

SSG: SGT Eric L. Coggins Award of Excellence, SAMC, SGT Morales Club, Paralegal NCO of Year, NCO of Year, Instructor Badge, Recruiter Badge, Drill Sergeant Badge, Expert Soldier Badge, MOVSM

SFC: SAMC, SGT Morales Club, Instructor Badge, Expert Soldier Badge, MOVSM, JALS Award

MSG: SGT Audie Murphy Club, SGT Morales Club, MOVSM, JALS Award, Other Regimental Awards

CSM/SGM: N/A