



# CMF 79 Progression Chart

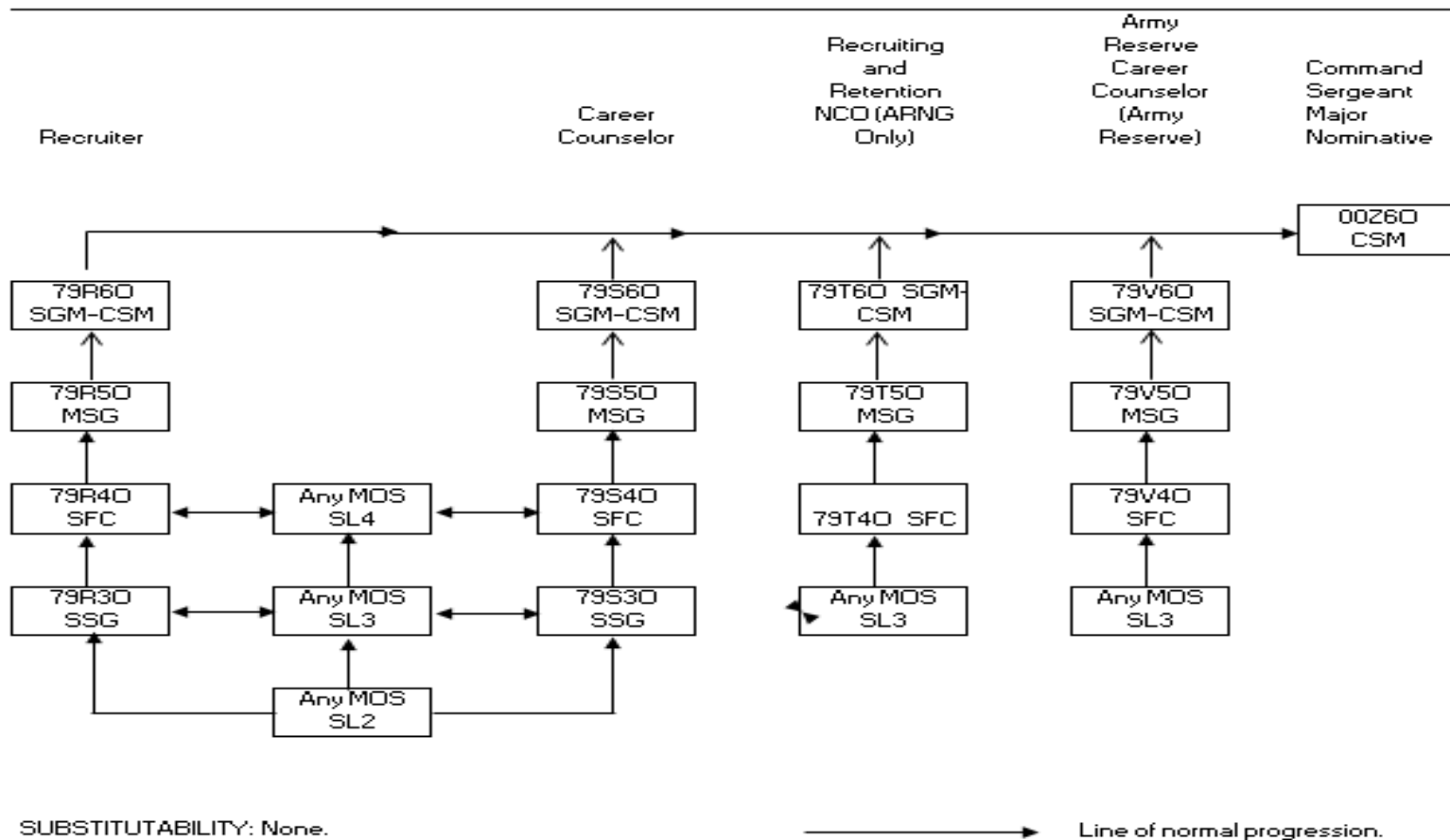


Figure 10-79. CMF 79 - Recruiting and Retention Career Progression



## 79R Talent Development Model

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	Recruiter		Recruiter; Station Commander			Station Commander			First Sergeant			Battalion Sergeant Major; Brigade Sergeant Major; USAREC Sergeant Major				
<b>Military/Civilian Education</b>	DLC 1 BLC	DLC 2 ALC	DLC 3 SLC Associate's Degree		DLC 4 MLC Associate's Degree + 30 sem			DLC 5 SGM-A Bachelor's Degree			DLC 6 NLC Master's Degree					
<b>Key Development</b>						AMEDD Rctg NCO Assistant Ops NCO Doctrine NCO Guidance Counselor Master Trainer Operations NCO Professional Development NCO (G-1) Training Developer Training Management NCO Virtual Recruiter SC Virtual Recruiter				Faculty and Staff Dev Div NCOIC Knowledge Management NCOIC Research & Integration NCO Senior Guidance Counselor Senior Instructor/Writer Senior Investigation Team NCOIC Senior Master Trainer Senior Ops NCO Senior Professional Dev NCO (G-1) Senior Personnel Dev NCO Strategic Plans NCOIC Training Mgmt NCOIC			BDE/BN OPS SGM RRC Department SGM RRC Proponent SGM USAREC G-2 SGM USAREC G-3 SGM			
<b>Broadening</b>						EO Advisor Investigation Team NCO LN NCO SARC			ASST IG EO Advisor LN NCOIC SARC			USAREC IG SGM USAREC Investigation Team SGM USASMA Fellowship Instructor USASMA Instructor				
<b>Military Training</b>	Army Recruiting Course		Station Commander Course (V6)			Company Commander & First			USAREC Pre-Command Course							
			Health Care Course (4N) Master Resiliency Course (8R)			Common Faculty Development - Instructor Course (8) Guidance Counselor Course (V7) Equal Opportunity Course (Q) SHARP Course (1B) SARC Course (1H)										
						Inspector General School (B) - Operations Course (V7)										



# MOS 79R

Recruiters are agile and adaptable Army professionals who display moral character, competence and resolute commitment while serving in positions of special trust and authority. Recruiters conduct initial accession operations, and in-service special mission recruiting in a decentralized geo-dispersed environment throughout the United States and its territories; as well as the American communities in Europe and Asia. Recruiters are charged with the mission to recruit America's best volunteers to enable the Army to win in a complex world.

## **LEADERSHIP POSITIONS**

### **Most-qualified looks like:**

SSG: 36 highly successful rated months (at time of board) as a Recruiter, or Station Commander

SFC: 36 highly successful rated months (at time of board) as a Station Commander

MSG: 24 highly successful rated months (at time of board) as a First Sergeant

CSM/SGM: Highly successful rated time as a BN/BDE CSM

### **Highly-qualified looks like:**

SSG: 36 successfully rated months (at time of board) as a Recruiter

SFC: 36 successfully rated months (at time of board) as a Station Commander

MSG: 24 successfully rated months (at time of board) as a First Sergeant

CSM/SGM: Successful rated time as a BN/BDE CSM



# MOS 79R

## PHYSICAL FITNESS

### **Most-qualified looks like:**

SSG: 90 points or higher in each testable event on ACFT

SFC: 90 points or higher in each testable event on ACFT

MSG: 90 points or higher in each testable event on ACFT

CSM/SGM: 90 points or higher in each testable event on ACFT

### **Highly-qualified looks like:**

SSG: 80-89 points in each testable event on ACFT

SFC: 80-89 points in each testable event on ACFT

MSG: 80-89 points in each testable event on ACFT

CSM/SGM: 80-89 points in each testable event on ACFT

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

SSG: Advanced Leader Course, Honor Graduate, Leadership awardee; Associate's degree or 60 semester hours

SFC: Senior Leader Course, Honor Graduate, Leadership awardee; Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree

MSG: Master Leader Course, Honor Graduate; Bachelor's degree or higher

CSM/SGM: USASMC, Commandant's List; Master's degree or higher

### **Highly-qualified looks like:**

SSG: Advanced Leader Course, Commandant's List; 30 to 59 semester hours or working towards an Associate's degree

SFC: Senior Leader Course, Commandant's List; Associate's degree plus 1 to 29 semester hours or 60 to 89 semester hours towards a Bachelor's degree

MSG: Master Leader Course, Commandant's List; 90 to 120 semester hours

CSM/SGM: USASMC; Bachelor's Degree



# MOS 79R

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

SSG: None

SFC: EO Advisor/Investigation Team NCO/Liaison NCO/SARC NCO/ AMEDD Recruiting NCO, Assistant Operations NCO, Doctrine NCO, Guidance Counselor, Instructor/Writer,

Master Trainer, Operations NCO, Professional Development NCO (G-1), Research and Integration NCO, SORB Recruiter, Training Developer, Training Management, Virtual Recruiter, Virtual Recruiting Station Commander

MSG: Assistant Inspector General (RA and AR), Equal Opportunity Advisor, Investigation Team NCOIC, Liaison NCOIC, SARC NCOIC/ Faculty and Staff Development Division NCOIC/Instructor/Writer for the Company Commander-1SG Course, Research and Integration NCOIC, RRC Division Chief, Senior Guidance Counselor, Senior Master Trainer, Senior Operations NCO, Senior Professional Development NCO (G-1), Senior Personnel Development NCO, Training Management NCOIC

CSM/SGM: USAREC Inspector General SGM, USAREC Investigation Team SGM, USASMA Instructor, USASMA Fellowship Instructor, USAREC Staff SGM positions/USAREC G-3 SGM, Recruiting and Retention College (RRC) Department SGM, CMF 79 Proponent SGM, BDE/BN Operations SGM

\* The above positions are listed by category, in alphabetical order.



# MOS 79R

## TRAINING

### **Most-qualified looks like:**

SSG: Station Commander Course; Honor Graduate, Leadership awardee

SFC: Station Commander Course; Honor Graduate, Leadership awardee

MSG: Recruiting Company Commander and First Sergeant Course; Honor Graduate

CSM/SGM: N/A

### **Highly-qualified looks like:**

SSG: Station Commander Course; Commandant's List

SFC: Station Commander Course; Commandant's List

MSG: Company Commander and First Sergeant Course; Commandant's List

CSM/SGM: N/A

## OTHER INDICATIONS

### **Most-qualified looks like:**

SSG: Master Recruiter Badge AND the Gold Recruiter Badge; the Gold Recruiter Ring or the Glen E. Morrell Award, NCO of the Quarter/Year (Brigade level or higher) or the SGT Audie Murphy/SGT Morales

SFC: Master Recruiter Badge AND the Gold Recruiter Badge; the Gold Recruiter Ring or the Glen E. Morrell Award, Army Instructor Badge, Station Commander of the Year, NCO of the Year (Brigade level or higher), SGT Audie Murphy Club, SGT Morales Club, or any installation/post level recognition

MSG: Master Recruiter Badge AND the Gold Recruiter Badge; the Gold Recruiter Ring or the Glen E. Morrell Award, First Sergeant of the Year, SGT Audie Murphy Club, SGT Morales Club, or any installation/post level recognition

CSM/SGM: Master Recruiter Badge AND the Gold Recruiter Badge; the Gold Recruiter Ring or the Glen E. Morrell Award



# 79S Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
Key Leadership Position MQ rating and highly numerated ranking		Career Counselor	Career Counselor		Senior Career Counselor			Command Career Counselor Senior Career Counselor			Senior Command Career Counselor Command Career Counselor				
Military/Civilian Education	DLC I BLC	DLC II ALC	DLC III SLC Associate's Degree	DLC IV MLC Associate's Degree + 30 sem hrs		DLC V SGM-A Bachelor's Degree		DLC VI MLC Master's Degree							
Key Developmental		Career Counselor	Career Counselor Retention Operations NCO	Senior Career Counselor Retention Operations NCO		Command Career Counselor Senior Career Counselor Senior Army Retention Operations NCO (HQDA) Senior Retention Operations NCO		Senior Army Career Counselor Senior Command Career Counselor Command Career							
Broadening Opportunities				Instructor/Writer (RRC) HRC Analyst (RRB) Small Group Leader (NCOA)		Senior Career Management NCO (Proponent) Professional Development NCO (Branch Manager) Senior HRC Analyst (RRB) Division Chief (RRC) Senior Training Developer/Writer (RRC) Retention Automation NCO		Department Director (RRC) Retention and Reclassification Branch SGM (HRC) USASMA Course Instructor							
Military Training						Transition NCO Course (ASI 4R) Airborne (SQ) P) position dependent				Command Faculty Development - Instructor Course (R)	Force Management Orientation Course (FMOC) Command Faculty Development-Training Course Training and Education-Middle Management Course				



# MOS 79S

Career Counselors serve as a special staff advisor to the Commander and the CSM on all matters relating to retention, reclassification, career development, separations and attrition management.

## **LEADERSHIP POSITIONS**

### **Most qualified looks like:**

**SSG**: MQ and highly enumerated rating while serving at least 24 Months as a battalion level Career Counselor with a population of 500 Soldiers or more

**SFC**: MQ and highly enumerated rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 1200 Soldiers or more, Senior Retention Operations NCO

**MSG**: MQ and highly enumerated rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade with 3500 Soldiers or more, Senior Retention Operations NCO at the Corps level or higher, Senior Army Retention Operations NCO, Senior Career Management NCO, Senior Professional Development NCO (HRC), Division Chief (RRC), Senior HRC Analyst (RRB)

**SGM**: MQ and highly enumerated rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor

### **Highly qualified looks like:**

**SSG**: HQ rating while serving at least 24 Months as a battalion level Career Counselor with a population of 499 Soldiers or less

**SFC**: HQ Rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 1199 Soldiers or less, Retention Operations NCO, Instructor/Writer RRC, Small Group Leader (RRC), HRC Analyst (RRB)

**MSG**: HQ rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade with 3499 Soldiers or less, Senior Trainer/Developer (RRC), Retention Automations NCO (RRB)

**SGM**: HQ rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor





# MOS 79S

## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG**: 90 points or higher in each testable event

**SFC**: 90 points or higher in each testable event

**MSG**: 90 points or higher in each testable event

**SGM**: 90 points or higher in each testable event

### **Highly qualified looks like:**

**SSG**: 80 points or higher in each testable event

**SFC**: 80 points or higher in each testable event

**MSG**: 80 points or higher in each testable event

**SGM**: 80 points or higher in each testable event

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Associate's Degree

**SFC**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Associate's Degree AND 30 Semester Hours toward Bachelor's Degree

**MSG**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Bachelor's Degree

**SGM**: Distinguished Honor Graduate, Commandants List, Distinguished Leadership Award, Master's Degree

### **Highly qualified looks like:**

**SSG**: 30 or more semester hours towards degree completion

**SFC**: Associate's Degree

**MSG**: Associate's Degree AND 30 Semester Hours toward Bachelor's Degree

**SGM**: Bachelor's Degree



# MOS 79S

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

**\*Soldiers in PMOS 79S are expressly prohibited from performing either permanent or temporary leadership duties such as First Sergeant, Detachment Sergeant, Platoon Sergeant, and Squad Leader.**

**SSG:** Career Counselor

**SFC:** Senior Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), HRC Analyst, Small Group Leader (SLC NCOA)

**MSG:** Command Career Counselor, Senior Career Counselor, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO, Professional Development NCO, Senior Analyst HRC, Division Chief RRC, Senior Trainer/Developer, Retention Automations NCO

**SGM:** Senior Army Career Counselor, Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Course Instructor



# MOS 79S

## TRAINING

### **Most qualified looks like:**

**SSG**: Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**SFC**: Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**MSG**: Force Management Orientation Course (FMOC), Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**SGM**: Force Management Orientation Course (FMOC), Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

## OTHER Indicators

### **Most qualified looks like:**

**SSG**: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

**SFC**: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

**MSG**: Division Career Counselor of the Year or higher

**SGM**: USASMC Commandants List



## 79T Talent Development Model (Title 10)

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		NA	NA			TRADOC LNO RCCC SMTC SQJ4 Instructor			SR Course Writer/Instructor SMTC Team Chief SR RCCC/SR LNO			RCC SGM TRADOC LNO SGM			
<b>Military/Civilian Education</b>	DLC I BLC	DLC II ALC	DLC III SLC			DLC IV MLC			DLC V SGM-A			DLC VI NLC			
			Associate's Degree			Associate's Degree + 30 sem hrs			Bachelor's Degree			Master's Degree			
<b>Key Development</b>						Recruiting Standards Branch (RSB) Analyst; Accession Branch NCO; Attrition Management Branch NCO; Advertising and Marketing NCO			Recruiting Operations Center; (ROB) Waivers NCO; Request, Operations NCO; RSB SR Analyst OPS NCO; SR NGB RSP Support NCO/IC; SR NGB Accessions NCO/IC			SMTC SGM; Accessions SGM; RSB SGM			
<b>Broadening Opportunities</b>						NCO Academy Small Group Leader (SGU)			79T Assignment NCO; 79TSR Career Management NCO; 79T NCOA Deputy Commandant; Company 1SG; 3yr Title 32 Career Development Tour (Section Chief, Region 1SG)			NGB-HRR SGM TRADOC ARNG SGM			
<b>Military Training</b>			SQJ4 Recruiting Course			Master Resiliency Course (BR) ARNG RSP Cadre Course Recruiting and Retention Team Leader Course			79T Company Pre-Command			ARNG 79T Pre-Command			
									Common Faculty Development – Instructor Course (B) Equal Opportunity Course (Q) SHARP Course (1B) Master Fitness Course (P5) Guidance Counselor Course (V7)						
									ARNG Unit Retention NCO Course; Marketing NCO						



## 79T Talent Development Model (T-32)

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		Recruiter	Recruiter; Assistant Team Leader	Team Leader; Senior Small Group Leader				Section Chief Region 15G				Battalion CSM Operations SGM				
<b>Military/Civilian Education</b>	DLC I BLC	DLC II ALC	DLC III SLC Associate's Degree	DLC IV MLC Associate's Degree + 30 sem hrs	DLC V SGM-A Bachelor's Degree	DLC VI NLC Master's Degree										
<b>Key Development</b>					MEPS Guidance Counselor (GC) SR MEPS GC RRBN OPS NCO Marketing and Education Specialist IST & ISR Specialist Automation NCO Recruit and Sustainment Program Readiness NCO			SR OPS NCO SR MEPS GC SR Marketing and Education Specialist SR IST & ISR SPC				NA				
<b>Broadening Opportunities</b>					RRBN SHARP/SARC NCO Equal Opportunity Leader OH3 Sergeant T-10 Career Development Tour (3 years) RRBN Marketing NCO Reserve Component Career Counselor (ROCC) Recruit Sustainment Program NCO TRADOC Liaison NCO (LND)			Master Trainer T-10 Career Development Tour (3 years) Reserve Component Career				NGB-HRR Division SGM T-10 ARNG Senior Enlisted USASMC Instructor T-10 FELLOWSHIP/COP SGM Component Command Career Counselor SGM LNO SGM				
<b>Military Training</b>		SQJ4 Recruiting Course		ARRNG RSP Cadre Course	Recruiting Leadership Course			79T Company Pre-Command				ARRNG 79T Pre-Command				
								Common Faculty Development – Instructor Course (B) Equal Opportunity Course (Q) SHARP Course (1B) Master Fitness Course (P3) Guidance Counselor Course (V7) ARRNG Unit Retention NCO Course- Marketing NCO Course								



# MOS 79T

Recruits and retains qualified Soldiers for entry into the Army National Guard in accordance with applicable regulations. Supervise recruiting and retention activities.

## **LEADERSHIP POSITIONS**

### **Most-qualified looks like:**

SSG: 36 months of highly successful rated time as a Recruiting and Retention NCO (RRNCO), Director's 54 awardee

SFC: 24 months of highly successful rated time as a Recruiting and Retention Team Leader (RRTL), Director's 54 awardee

MSG: 24 months of highly successful rated time as a Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of highly successful rated time as a Recruiting and Retention Operations SGM

### **Highly-qualified looks like:**

SSG: 36 months of successful rated time as a Recruiting and Retention NCO (RRNCO)

SFC: 24 months of successful rated time as a Recruiting and Retention Team Leader (RRTL)

MSG: 24 months of successful rate time as a successful Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of successful rated time as a Recruiting and Retention Operations SGM, CSM



# MOS 79T

## PHYSICAL FITNESS

### **Most-qualified looks like:**

SSG: 90 points or higher in each testable event on ACFT

SFC: 90 points or higher in each testable event on ACFT

MSG: 90 points or higher in each testable event on ACFT

CSM/SGM: 90 points or higher in each testable event on ACFT

### **Highly-qualified looks like:**

SSG: 80-89 points in each testable event

SFC: 80-89 points in each testable event

MSG: 80-89 points in each testable event

CSM/SGM: 80-89 points in each testable event

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

SSG: DLC 3, Associate's Degree, Distinguished Honor Grad ALC, SLC Completed

SFC: DLC 4, Bachelor's Degree, Distinguished Honor Grad SLC, MLC Completed

MSG: DLC 4, Bachelor's Degree, Distinguished Honor Grad MLC

CSM/SGM: DLC 5, Master's Degree, USASMC Commandants List

### **Highly-qualified looks like:**

SSG: DLC 3, Working towards an Associate's Degree, Graduate ALC

SFC: DLC 4, Working towards a Bachelor's Degree, Graduate SLC

MSG: DLC 4, Bachelor's Degree, Graduate MLC

CSM/SGM: DLC 5, Bachelor's Degree, USASMC



# MOS 79T (T10)

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

SGT: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SSG: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

SFC: Recruiting Standards Branch Analyst, Accession Branch NCO, Attrition Management Branch, Advertising and Marketing NCO, NCO Academy Small Group Leader (SGLI)

MSG: Recruiting Operations Center (ROC) Waivers NCO, SR RSB SR Analyst NCO, NGB RSP NCO IC, 79T Proponent NCO, 79T Assignments NCO, 79T NCOA Deputy Commandant, 3 year Title 32 Career Development Tour as a Section Chief or Region1SG

CSM/SGM: SMTC SGM, Accession SGM, RSB SGM, NGB-HRR Division SGM, TRADOC ARNG SGM





# MOS 79T (T32)

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

**SGT:** It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

**SSG:** It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production recruiter).

**SFC:** Operations SGT, MEPS Guidance Counselor, IST Coordinator, RSP Readiness NCO, RSP Drill Sergeant, 79T Automation NCO, Marketing and Educational Specialist, SHAPR/SARC NCO, EO Leader, and T10 Career Development Tour as a RCCC, ARNG LNO NCO or a NGB Staff Position

**MSG:** SR MEPS GC, SR IST & ISR Specialist, SR Marketing and Education Specialist, SR OPS NCO, T10 Career Development Tour as in a NGB Staff Position, Master Trainer

**CSM/SGM:** NGB-HRR Division SGM, ARNG Enlisted Advisor, TRADOC LNO SGM, RCCC SGM, USASMA Instructor



# MOS 79T

## TRAINING

### **Most-qualified looks like:**

SSG: ARNG Recruit Sustainment Program (RSP) Cadre Course; Leadership awardee

SFC: ARNG Senior Leadership Course and Drill Sergeant Course; Commandant's List, Leadership Award recipient

MSG: Master Leadership Course (MLC); Commandant's List, Leadership Award recipient, Highest ACFT Score recipient

CSM/SGM: NA

### **Highly-qualified looks like:**

SSG: ARNG RSP Cadre Course and Instructor Course

SFC: ARNG RSP Cadre Course, Instructor Course, ARNG Liaison (LNO)/Initial Active Duty Training (IADT) Course, Transition NCO Course, Reserve Component Career Counselor Course (RCCC), Small Group Instructor Course (SGITC)

MSG: Company Pre-Command Course, Master Resilience Training, Small Group Instructor Course (SGITC)

CSM/SGM: United States Army Sergeants Major Academy (USASMA) Graduate

## OTHER INDICATIONS

### **Most-qualified looks like:**

SSG: Recruiting Rookie of the Year, NCO of the Quarter/Year, Director's 54

SFC: Recruiter of the Year, NCO of the Quarter/Year, Director's 54, RSP of the Year

MSG: NCOIC of the Year, RSP of the Year

CSM/SGM: N/A



## 79V Talent Development Model

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>						Army Reserve Career Counselor			Area Leader			Battalion Sergeant Major				
<b>Military/Civilian Education</b>	DLC I BLC		DLC II ALC		DLC III SLC		DLC V MLC Associate's Degree		DLC V SGM-A Bachelor's Degree		DLC VI NLC Master's Degree					
<b>Key Development</b>						OPS NCO; Officer Accessions NCO			Senior OPS NCO; BDE Operations NCO; BN/Group Senior Officer Accessions NCO; Theater Retention Manager; Senior Reserve Component Career Counselor; Senior Command Career Counselor; Group Senior IRR NCOIC; Group Reenlistment Incentives and Retention NCO			Senior Army Reserve Career Counselor; Operations Branch Sergeant Major				
<b>Broadening Opportunities</b>						Sustainment NCO; Command Career Counselor; Reserve Component Career Counselor; Career Manager (HRC); Instructor/Writer; Training Developer			Senior Career Management NCO; Senior RCCC USAR Operations NCO; Senior Instructor/Writer; Senior Training Developer/Writer; Senior RCCC Policy Manager; Senior Training Developer/Writer; Senior Sustainment NCO;			ARCG HQ Command Sergeant Major; Chief Instructor/Writer NCO; Reserve Component Career Counselor				
<b>Military Training</b>						Army Reserve Career Counselor Course		79V SLC		MLC		Master Resiliency Course (BR)				
						Common Faculty Development -Instructor Course (B) Equal Opportunity Course (Q) SHARP Course (1B) Master Fitness Trainer (P3) 4R-Transition NCO										
						Inspector General School (B)										



# MOS 79V

The Army Reserve Career Counselor (ARCC) directly impacts the U.S. Army Reserve end strength objective by transitioning individual ready reserve (IRR) Soldiers to the selected reserve (SELRES), reenlist AR Soldiers, prospect for and assist Soldiers with applying for Officer Candidate School (OCS) Department of the Army selection, USAR Warrant Officer selection to Warrant Officer Candidate School, assisting supported unit commanders in unsatisfactory participant recovery and sponsorship programs.

## **LEADERSHIP POSITIONS**

### **Most qualified looks like:**

SFC: Successful rated time as Assistant Area Leader, BN or Group Operations NCO, Officer Accessions NCO

MSG: Successful rated time as: 36 months Area Leader, 24 months BN/Group Senior Operations NCO, BN Sustainment NCO

SGM: Successful rated time as: 36 months BN SGM, Group Operations SGM

### **Highly qualified looks like:**

SFC: 24 months successful rated time as AR Career Counselor

MSG: 36 months successful as Area Leader

SGM: 24 months successful as BN SGM



# MOS 79V

## PHYSICAL FITNESS

### **Most qualified looks like:**

SFC: 90 points or higher in each testable event on ACFT  
MSG: 90 points or higher in each testable event on ACFT  
SGM: 90 points or higher in each testable event on ACFT

### **Highly qualified looks like:**

SFC: 80-89 points in each testable event  
MSG: 80-89 points in each testable event  
SGM: 80-89 points in each testable event

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

SFC: SLC Honor Grad, Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree  
MSG: Master Leader Course, Honor Graduate; Battle Staff, working towards Bachelor's degree or higher  
SGM: USASMC, Commandant's List; Master's degree or higher and/or Professional Certifications

### **Highly qualified looks like:**

SFC: DLC IV, SLC, Associate's degree plus 1 to 29 semester hours or 60 to 89 semester hours towards a Bachelor's degree  
MSG: MLC Commandant's List; 90 to 120 semester hours  
SGM: Bachelor's Degree; USASMC, Professional Certifications



# MOS 79V (AGR)

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

SFC: Battalion Sustainment NCO, Instructor/Writer, Command Retention Advisor, Reserve Component Career Counselor, AGR/IRR/IMA Retention Analyst, Enlisted Accessions Manager, Talent Management NCO, OCAR Executive, **Battalion Operations NCO; Officer Accessions NCO, Battalion Training NCO, Group Operations Liaison, Group Operations Analyst, Group Training NCO, Group Operations NCO, Theater Retention AR Career Counselor, USAREC Retention and Transition NCO**

MSG: Battalion Senior Sustainment NCO, Group Knowledge Management NCO, Senior Instructor/Writer, Senior Career Management NCO, Senior Command Retention Advisor, Senior Reserve Component Career Counselor, RCT Branch Policy Manager, RCT Branch Senior Operations NCO, Retention and Enlisted HR Policy Advisor, Senior Enlisted Representative in the Ombudsman Services, **Battalion Senior Operations NCO, Battalion Master Trainer, Group Senior Master Trainer, Group Senior Operations Liaison, Group Senior Operations NCO, Group Retention Systems Administrator, Group Organizational Developer/Writer, Senior Theatre AR Career Counselor, USAREC Senior Retention and Transition NCO**

SGM: Chief Instructor/Writer, RCT Branch SGM, Senior Army Reserve Career Counselor, USASMA Course Instructor, **Retention Operations Branch SGM**



# MOS 79V (TPU)

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

SFC: Command Retention Advisor, Battalion Operations NCO; Officer Accessions NCO, Theater Retention AR Career Counselor

MSG: Senior Command Retention Advisor, Battalion Senior Operations NCO, Senior Theatre AR Career Counselor,

SGM: No Proponent Specific.



# MOS 79V

## TRAINING

### **Most qualified looks like:**

SFC: Army Reserve Career Counselor Course/SLC, Honor Grad/Leadership award.

MSG: MLC if applicable.

SGM: USAMC Commandant's List.

### **Highly qualified looks like:**

SFC: Army Reserve Career Counselor Course/SLC, Commandant's List

MSG: MLC if applicable

SGM: USASMC

## OTHER INDICATIONS

### **Most qualified looks like:**

SFC: Army Reserve Career Counselor of the Year, Sergeant Audie Murphy, Group Top Production Awards

MSG: CFD-IC, Top Area

SGM: Top BN