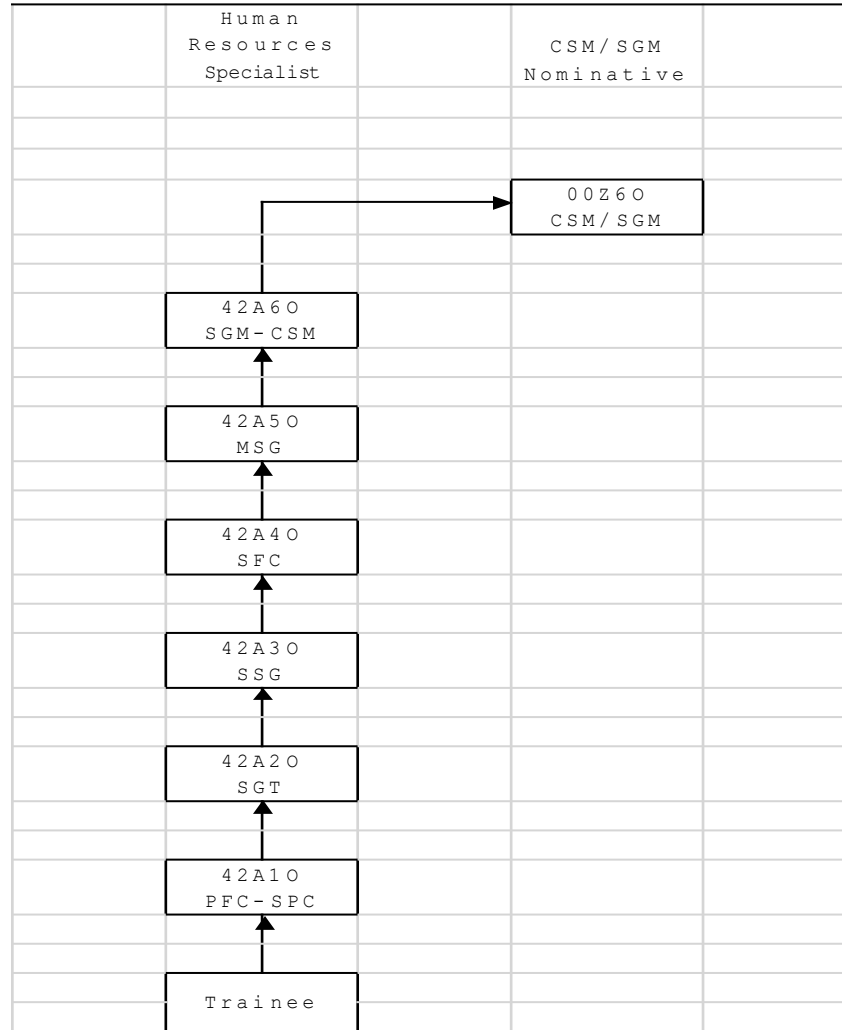










CMF 42A Progression Chart



42A Talent Development Model

Years of Service

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

	 2-4	 4-7	 7-12	 12-16	 16-20	 20	 22	 24	*Nominative SGM/CSM	
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	HR SGT (MTOE: HR CO, BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, CLT, HRSC)		BN S1 SR HR SGT		BDE S-1 SR HR SGT, First Sergeant,		DIV G1 SGM, ASCC/Corps G1 SGM, BN/BDE CSM		Nominative SGM/CSM	
Military/Civilian Education	DLC 1 BLC	DLC 2 ALC	DLC 3 SLC	DLC 4 MLC	DLC 5 SMC	DLC 6 Nom				
	Associate's Degree			Bachelor's Degree		Master's Degree				
Key Development	HR SGT (MTOE: HR CO, BN, BDE)		-SR HR SGT (MTOE: BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, G1, HROC, HROB, CLT, HRSC) -HR CO SQUAD LEADER -POSTAL SUPERVISOR -OPERATIONS NCO -EX ADMIN ASST (BN, BDE, DIV, CORPS, ASCC, DRU, MACOM, ACOM)		-SR HR SGT (MTOE: BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, G1, HROC, HROB, HRSC) -HR CO PLT SGT -POSTAL PLT SGT -HR OPERATIONS NCO -EX ADMIN ASSISTANT (ACOM, MACOM, ASCC)		-G1 SGM (ACOM - 8A) -G1 SGM (DIV, CORPS, MSC, DRU, ASCC) -NATO BDE/BN CSM -HRSC SGM			
Broadening Opportunities	Drill SGT, Recruiter, DOD/Joint/NATO STAFF, BN/BDE S3 NCO, Defense Attaché, Defense Courier			EOA, IG NCO, SARC/SHARP, TWI, Defense Attaché, Defense Courier		CTC O/C		NCOA DEP CMDT NCOA 1SG		-NCOA CMDT -BDE CSM (GARRISON, WTU) -BN CSM (HHBN, STB, WTU) -M&RA SGM -IG SGM -EO PROPONENT SGM -EO SGM -USASMA INSTR/FELLOWSHIP
Military Training	Culture and Language Training, Airborne, Air Assault									
	Postal Operations, Postal Supervisor, Ranger School						SGM Force Management Course, Manpower/Force Development			
	Executive Administrative Assistant			Battle Staff, Manpower/Force Development						
	Security Forces Assistance Advisor Course		Brigade S1 Course, HR Plans and Operations Course							



U.S. ARMY

MOS 42A



The Human Resources Specialist plans, develops, interprets, implements, supervises, and performs HR functions in support of every echelon of command across the Army and Department of Defense (DoD) through utilization of the HR core competencies: Man the Force and Provide HR Services.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 18-24 months of successful duty as a Battalion (or equivalent) S1 SR HR SGT and 12 months of successful duty in a broadening assignment with MQ rating and highly numerated ranking

SFC: 18-24 months of successful duty as a Battalion/Brigade S1 SR HR SGT at present or prior NCO rank (SSG or above as indicated by evaluations) and 12 months of successful duty in a broadening assignment with MQ rating and highly numerated ranking

MSG/1SG: 18-24 months of successful duty as a Brigade S1 SR HR SGT at present rank and 12 months of successful duty as a 1SG, or in broadening assignment with MQ rating and highly numerated ranking

CSM/SGM: 18-24 months as a Division G1 SGM; Army Service Component Command G-1; Corps Level G1 Sergeant Major; Battalion/Brigade CSM with MQ rating and highly numerated ranking

Highly qualified looks like:

SSG: 12 months of successful duty as a Battalion S1 SR HR SGT with HQ rating and mid-level numerated ranking

SFC: 12 months of successful duty as a Battalion/Brigade S1 SR HR SGT at present or prior NCO rank (SSG or above as indicated by evaluations) with HQ rating and mid-level numerated ranking

MSG/1SG: 12 months of successful duty as a Brigade S1 SR HR SGT at present rank with HQ rating and mid-level numerated ranking

CSM/SGM: 12 months as a Division G1 SGM; Army Service Component Command G-1; Corps Level G1 SGM; Battalion/Brigade CSM with HQ rating and mid-level numerated ranking



U.S. ARMY

MOS 42A



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT score of 540 or above with 90 points in each event

SFC: ACFT score of 540 or above with 90 points in each event

MSG/1SG: ACFT score of 540 or above with 90 points in each event

CSM/SGM: ACFT score of 540 or above with 90 points in each event

Highly Qualified looks like:

SSG: ACFT score of 480 or above with 80 points in each event

SFC: ACFT score of 480 or above with 80 points in each event

MSG/1SG: ACFT score of 480 or above with 80 points in each event

CSM/SGM: ACFT score of 480 or above with 80 points in each event

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: ALC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Associate's Degree

SFC: SLC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Bachelor's Degree

MSG/1SG: MLC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Pursuing Master's Degree

CSM/SGM: USASMA-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Master's Degree

Highly Qualified looks like:

SSG: ALC: Superior Academic Achievement/Pursuing Associate's Degree

SFC: SLC- Superior Academic Achievement/Associate's Degree

MSG/1SG: MLC- Superior Academic Achievement/Bachelor's Degree

CSM/SGM: USASMA-Superior Academic Achievement/Pursuing Master's Degree



U.S. ARMY

MOS 42A



ASSIGNMENTS (Key Experience Positions and Broadening)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Battalion S1 SR HR SGT or HR SGT within the Battalion/Brigade/Special Forces Group/Division/NATO; Joint, G-1; Writer Developer; HR CO HR SGT; Postal PLT Supervisor, Operations NCO Active Component/Reserve Component Advisor; Reserve Officers' Training Corps Instructor; IPPS-A Field Integration Drill Sergeant; Recruiter; Instructor (AIT); NCOA SGL (ALC); DOD/JOINT/MEPS/NATO Staff; Battalion/Brigade S3 NCO; Defense Attaché; Defense Courier; Career Management (Proponent) NCO; Special Mission Unit; White House Communications Agency; Security Forces Assistance Brigade; HRC Talent Management NCO

SFC: Battalion/Brigade/Special Forces Group S1 SR HR SGT; G1/J1 HR SGT; Postal Supervisor; Postal PLT PSG; HR Operations SGT; MEPS Processing NCO; Writer Developer: Directorate of Training & Doctrine NCOIC; IPPS-A Field Integration; Drill Sergeant; Recruiter; SR Instructor (AIT/ALC); NCOA SGL (SLC); Career Management (Proponent) NCO; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Combat Training Center Observer/Controller; Training with Industry; Defense Attaché; Defense Courier; Special Mission Unit; White House Communications Agency; Security Forces Assistance Brigade; HRC Talent Management NCO

MSG/1SG: Brigade/Special Forces Group S1 SR HR SGT and Strength Management NCOIC, SR HR SGT Security Forces Assistance Brigade/Special Mission Unit/Airborne; Division/Corps/Army Service Component Command G1 Strength Manager; HR Company First Sergeant; NATO First Sergeant; Postal Supervisor; Noncommissioned Officer Academy Deputy Commandant; Noncommissioned Officer Academy First Sergeant; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention; Coordinator; Training with Industry; Defense Attache; Defense Courier; DOD/Joint Staff NCO; HRC Talent Management NCO

SGM/CSM: G1 Sergeant Major (ACOM-8A); G1 Sergeant Major (DIV/CORPS/MSC/DRU/ASCC); NATO; Battalion/Brigade Command Sergeant Major; Human Resources Sustainment Centers Sergeant Major; Noncommissioned Officer Academy Commandant; Brigade Command Sergeant Major (Garrison/MEPS/WTU); Battalion Command Sergeant Major (HHBN/STB/REC/WTU); Manpower and Reserve Affairs Sergeant Major; Inspector General Sergeant Major; Proponent Sergeant Major; Equal Opportunity Sergeant Major; United States Army Sergeants Major Academy Instructor/Fellowship; HRC Talent Management NCO

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



MOS 42A



TRAINING

Most qualified looks like:

SSG: Drill Sergeant School; Recruiter; Ranger School; Postal Operations/Supervisor; Joint Military Attache'; Airborne; Air Assault; Equal Opportunity Leader; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course
SFC: Inspector General Course; Drill Sergeant School; Recruiter; Ranger School; Postal Supervisor Course; Airborne, Air Assault; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course; Battle Staff
MSG/1SG: Postal Supervisor Course; Common Faculty Development-Instructor Course; Airborne; Air Assault; Battle Staff
CSM/SGM: Sergeant Major Force Management Course; Battalion/Brigade Pre-Command Course

Highly qualified looks like:

SSG: Master Resilience Training; SARC/VA Career Course; Master Resilience Training; Master Fitness Trainer; SHARP Foundation Course
SFC: Postal Supervisor Course; Manpower/Force Development Course; Joint Military Attaché; Equal Opportunity Advisor; Master Resilience Training; SARC/VA Career Course; Master Fitness Trainer; SHARP Foundation Course
MSG/1SG: Inspector General; Equal Opportunity Advisor; SARC/VA Career Course; Master Fitness Trainer
CSM/SGM: Battalion/Brigade Pre-Command Course

OTHER INDICATORS

Most qualified looks like:

SSG: Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year/ NCO of the Year (BDE level or higher); MOVSM; Associate in Professional Human Resources Certification (aPHR)
SFC: Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year / NCO of the Year (BDE level or higher); MOVSM; Professional in Human Resources (PHR) Certification
MSG/1SG: Master Instructor Badge; Audie Murphy/SGT Morales; MOVSM; Senior in Professional in Human Resources (SPHR) Certification
CSM/SGM: Master Instructor Badge

Highly qualified looks like:

SSG: Army Recruiter Gold Badge, Basic Army Instructor Badge
SFC: Army Recruiter Gold Badge, Basic Army Instructor Badge
MSG/1SG: Basic Army Instructor Badge
SGM/CSM: Basic Army Instructor Badge



MOS 42R Progression Chart



Command Sergeant
Major Nominative

00Z6O
SGM-CSM



Army Musician

42R6O
SGM-CSM



42R5O
MSG



42R4O
SFC



42R3O
SSG



42R2O
SGT



42R1O
SPC

Special Band Musician

42S6O
SGM-CSM



42S5O
MSG



42S4O
SFC



42S3O
SSG

Trainee



42R 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	Musician	Musician	Squad Leader Support NCO	Platoon SGT Senior Support NCO Operations Sergeant	First Sergeant Operations Sergeant	Band SGM USASOM CSM	Nominative SGM/CSM
Military/Civilian Education	DLC 1	DLC 2	DLC 3	DLC 4	DLC 5	DLC 6	
	BLC	ALC	SLC	MLC	SMC	NLC	
	Associate's	Bachelor's Degree		Master's Degree		Post-graduate study, HQDA Strategic Broadening Seminars	
Key Development	Musician	Asst MPT Leader NCO in Music Support Section	Asst MPT Leader, MPT Leader, NCO in Music Support Section	MPT Leader, Senior NCO in Music Support Section	First Sergeant Operations Sergeant	Band SGM USASOM CSM	
Broadening Opportunities	Broadening: SHAPE	Institutional: AMO; USASOM TNG NCO Broadening: SHAPE; Drill SGT; Recruiter	Institutional: USASOM Instr, NCOA SGL, Drill SGT, TNG Developer, TNG SPT NCO, QA/FSD NCO, Operations SGT, Supply NCOIC, Supply Clerk Broadening: Band Recruiter; SHAPE; AMO; TWI; BCT Drill SGT; BLC Instructor; Detailed Recruiter; Defense Attaché; Enlisted Aide	Institutional: USASOM Instr/Sr Instr, NCOA SGL, Sr Drill SGT, QA/FSD NCO, AIT CRS MGR, TNG/Sr TNG Developer, Sr TNG SPT NCO; Director of Ops Broadening: Sr Band Recruiter; 42R Talent MGT NCO, Career MGT NCO; Musician/Deputy Director (SHAPE); AMO; TWI; BCT Drill SGT; BN/BDE EOA, IG NCO, or SARC; Defense Attaché; Enlisted Aide.	Institutional: USASOM 1SG, Sr TNG SPT (Chief), Sr TNG SPT, QA/FSD Director, TNG Directorate NCOIC; NCOA Deputy CMTD Broadening: Director (SHAPE); BN/BDE EOA, IG NCO, or SARC; Enlisted Aide; MLC Instructor	Institutional: USASOM CSM/Commandant, Army Bands NCOA Broadening: Centralized Selection List/Key Billet/Nominative assignments; MOS-immaterial SGM billets; SGM-A Fellowship, White House Fellowship, Congressional Fellowship.	
	Military Training	Airborne (SQI P); Air Assault (ASI 2B)					
	MFT (ASI P5); P3T (ASI A6); MRT (ASI 8R); SHARP (ASI 1B); EO; CFD-IC (SQI 8); CFD-DC (SQI-2); TEDMMC; KM (ASI 1E)				Battle Staff (ASI 2S); CCFSPCC; Manager Development Course; CDR's Safety Course; FMOC/MFMC		BN/BDE Pre Command Course; HTAR



U.S. ARMY

MOS 42R



The Army Bandsman (42R) demonstrates a unique musical skill set as a member of a Musical Performance Team (MPT), provides direct mentorship and leadership to subordinates, and provides critical function area support at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 18-24 months as Squad Leader or Assistant MPT Leader*, 18-24 months as Support NCO, and one Institutional or Broadening assignment**

SFC: 18-24 months as Platoon Sergeant or MPT Leader*, 18-24 months as Senior Support NCO or Operations Sergeant, and one Institutional or Broadening assignment**

MSG: 18-24 months as Operations Sergeant and 18-24 months as 1SG, or 48 months as 1SG*, and one Institutional or Broadening assignment**

SGM: 36 months as Band Sergeant Major and a SGM broadening assignment (EO, IG, Ops, CSL/Key Billet)

Highly qualified looks like:

SSG: 18-24 months as Squad Leader or Assistant MPT Leader* and 18-24 months as Support NCO

SFC: 18-24 months as Platoon Sergeant or MPT Leader* and 18-24 months as Senior Support NCO or Operations Sergeant

MSG: 48 months as Operations Sergeant or 1SG*

SGM: 36 months as Band Sergeant Major

**Assistant MPT Leader and MPT Leader were the critical leader development positions prior to 2020. Operations Sgt position was created in 2020.*

***broadening assignment could be at any time during the NCO's career*



MOS 42R



PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: Overall score of 540 on the ACFT; serving/served in one or more H2F related roles such as MRT, MFT, or P3T; possesses civilian certification in H2F related specialty.

Highly qualified looks like:

SSG-SGM: Overall score of 490 on the ACFT; qualified as MRT, MFT, P3T; possesses civilian certification in H2F related specialty; record of training/coaching/developing subordinates.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

- SSG:** Honors in ALC; Bachelor's degree
- SFC:** Honors in SLC; Graduate degree or credential/certification program in progress
- 1SG/MSG:** Honors in MLC; Graduate degree or credential/certification program complete
- CSM/SGM:** Honors in SMC; Post-graduate study, HQDA Strategic Broadening Seminar graduate

Highly qualified looks like:

- SSG:** Honors in BLC or ALC; Bachelor's degree
- SFC:** Honors in ALC or SLC; Graduate degree or credential/certification program in progress
- MSG:** Honors in SLC or MLC; Graduate degree or credential/certification program in progress
- SGM:** Honors in MLC or SMC; Post graduate study or credential/certification program in progress



MOS 42R



ASSIGNMENTS (Key Developmental, Institutional/Broadening) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Squad Leader; Support NCO; Assistant MPT Leader*; USASOM Instructor, NCOA SGL, Drill Sergeant, Training Developer, Training Support NCO, Operations Sergeant, Supply NCOIC, Supply Clerk; Band Recruiter (USAREC); Musician (SHAPE International Band); Musician (Army Musical Outreach Team); Training With Industry; BCT Drill Sergeant; BLC Instructor; Detailed Recruiter; Defense Attaché; Enlisted Aide.

SFC: Platoon Sergeant; Senior Support NCO; Operations Sergeant (ASI 2S); MPT Leader*; USASOM Instructor/Sr Instructor; NCOA SGL, Sr Drill Sergeant, AIT Course Manager, Training/Sr Training Developer, Sr Training Support NCO, Director of Ops; Sr Band Recruiter (USAREC); 42R Talent Management NCO; 42R Career Management NCO; Musician or Deputy Director (SHAPE International Band); Musician (Army Musical Outreach Team); Training With Industry; BCT Drill Sergeant; BN/BDE EOA, IG NCO, or SARC; Defense Attaché; Enlisted Aide.

MSG: Band Operations Sergeant (ASI 2S)*, Band 1SG; USASOM 1SG, Sr Training Support (Chief), Sr Training Support, QAE/FSD Director, Training Department NCOIC; Army Bands NCOA Deputy Commandant; Sr Band Recruiter (USAREC); Director (SHAPE International Band); BN/BDE EOA, IG NCO, or SARC; Enlisted Aide; MLC Instructor.

SGM/CSM: Band SGM; USASOM CSM/Commandant, Army Bands NCOA; CSL/KB/NOM billets; MOS-immaterial SGM billets; SGM-A Fellowship, White House Fellowship, Congressional Fellowship.

**Squad Leader and Support NCO replaced Assistant MPT Leader in FY2020. Platoon Sergeant and Sr. Support NCO replaced MPT Leader in FY2020. Band Operations Sergeant was established in FY2020. NCOs with career experience in CLD positions in a variety of bands (Operating and Generating Force, CONUS and OCONUS) should be considered most competitive.*

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



MOS 42R



TRAINING

Most qualified looks like:

SSG: Served as three or more during career: EOL, SHARP, CLS, Armorer, EST Operator, DTMS Manager, IASO, KM, GCSS-A, ADSO, Physical Security, Field Sanitation, Instructor (SQI 8) Basic Badge, Developer (SQI 2).

SFC-MSG: CCFSPCC and Battle Staff (ASI 2S)

SGM: BN/BDE PCC; HTAR

Highly qualified looks like:

SSG: Served as two or more during career: EOL, SHARP, CLS, Armorer, EST Operator, DTMS Manager, IASO, KM, GCSS-A, ADSO, Physical Security, Field Sanitation, Instructor (SQI 8) Basic Badge, Developer (SQI 2).

SFC-MSG: CCFSPCC or Battle Staff (ASI 2S)

SGM: BN/BDE PCC

OTHER INDICATORS

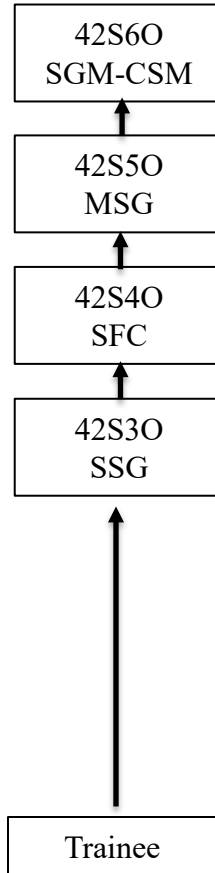
SSG-SGM: Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.



MOS 42S Progression Chart



Special Band Musician





U.S. ARMY






The U.S. Army Band (MOS 42S) Progression Chart



E-6: Musician/Support Musician	E7: Senior Musician/ Senior Support Musician	E8: Master Musician/Section Leader)	E9: Group/Element Leader/CSM
Key Developmental: <i>Musician; Support Musician</i>	Key Developmental: <i>Senior Musician; Senior Support Musician</i>	Key Developmental: <i>Master Musician; Section Leader</i>	Key Developmental: <i>Group Leader; Element Leader; CSM</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			19+ years
		13-19 years	42S60
	7-13 years	42S50/42S5M	
0-7 years	42S40		
42S30			

42S Talent Development Model – The U.S. Army Band

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	Musician Support Musician	Senior Musician Senior Support Musician	Master Musician	Group Leader Element Leader	Command Sergeant Major
Military/Civilian Education	DLC 1,2,3		DLC 4	DLC 5	
	Bachelor's Degree		Master's Degree		Post Master's
Key Unit Specific Positions	(Tier 1 Positions) Librarian Adjunct; Unit History Team; GPC Holder; Auditions Team; Element Supply Representative; Soldier care initiative teams (MRT, VA, EO, DEI, BOSS, SFRG); Force Protection NCO; Retention NCO	(Tier 2 Positions) Element Producer; Billing Official; State Funeral Site LNO; Assistant Section Leader; Adjunct/Associate Drum Major; Lead Auditions Coordinator; Enlisted Conductor; Concertmaster; Human Resources Adjunct	(Tier 3 Positions) TUSAB Special Bugler or Drummer; Element Producer NCOIC; Assistant Drum Major; JTF-National Capitol Region Inaugural Committee Band Control NCOIC; MEDPROS NCOIC; Trombone/Euphonium Workshop Chairperson (NCOIC); Stroll Leader; Blues/Downrange Music Director; Building Coordinator; Education Program Coordinator; Unit Historian NCOIC; Training NCOIC	Operations SGM; Human Resources SGM; Senior Producer; State Funeral Musical Support NCOIC; Enlisted Musical Director	
Broadening Opportunities	Defense Attache			MDW J35; MDW COD	
Military Training	MRT (ASI 8R); SHARP (ASI 1B); EOL; CFD-IC (SQI 8); CFD-DC (SQI 2); Airborne (SQI P); Air Assault (ASI 2B), UPL, HAZMAT, Master Driver, UMO			CFD-IC (SQI 8); CFD-DC (SQI 2); Airborne (SQI P); FMOC; MFMC; Manager Development Course; CDR's Safety Course; Company Commander/First Sergeant Course	
				BN/BDE pre-Command Course; FMOC; HTAR	



MOS 42S – The U.S. Army Band



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 8 years as Musician or Support Musician; demonstrated sustained musical excellence; demonstrated excellence in at least three SSG (Tier 1) or one SFC (Tier 2) level Unit Specific Positions as a SSG.

SFC: 5 years as Senior Musician or Senior Support Musician; demonstrated excellence in training element, group, or sections and at least two SFC (Tier 2) or one MSG (Tier 3) level Unit Specific Positions as a SFC.

MSG: 5 years as Master Musician or Section Leader; demonstrated excellence in training element or group and leading sections and at least two MSG (Tier 3) or one SGM level Unit Specific Positions as a MSG.

CSM/SGM: Group Leader, Element Leader, Drum Major; demonstrated excellence in performing supervisory and management functions as a SGM.

Highly qualified looks like:

SSG: 6 years as Musician or Senior Musician; demonstrated sustained musical excellence; demonstrated excellence in at least two SSG level (Tier 1) Unit Specific Positions as a SSG.

SFC: 3 years as Senior Musician or Senior Support Musician; demonstrated excellence in training element, group, or sections and at least one SFC (Tier 2) level Unit Specific Positions as a SFC.

MSG: 3 years as Master Musician or Section Leader; has demonstrated excellence in training element or group and leading sections at least one MSG (Tier 3) level Unit Specific Position as a MSG.

CSM/SGM: Group Leader or Element Leader; demonstrated excellence in performing supervisory and management functions as a SGM.



MOS 42S – The U.S. Army Band



PHYSICAL FITNESS

Most qualified looks like:

SSG-CSM/SGM: 517 and above; pursued off duty fitness and contributed to the well being of the unit (MFT, MRT, ACFT Grader, Unit Fitness Trainer)

Highly qualified looks like:

SSG-CSM/SGM: 480 and above; pursued off duty fitness

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Distributed Leaders Courses (DLC) 1, 2, and 3 complete; Master's Degree

SFC: DLC 4 complete; Master's Degree

1SG/MSG: DLC 5 complete; Company Commander/First Sergeant's Course complete; Master's Degree

CSM/SGM: Command/First Sergeant's Course complete

Highly qualified looks like:

SSG: DLC 1, 2, and 3 complete; Bachelor's Degree

SFC: DLC 4 complete; Bachelor's Degree

1SG/MSG: DLC 5 complete; Bachelor's Degree

CSM/SGM: Command/First Sergeant's Course complete



U.S. ARMY

MOS 42S – The U.S. Army Band



TRAINING

Most qualified looks like:

SSG: Multiple: MRT, SHARP, EOL

SFC: Multiple: MRT, SHARP, EOL

1SG/MSG: Multiple: MRT, SHARP, EOL

SGM/CSM: Multiple: MRT, SHARP, EOL

Highly qualified looks like:

SSG: One: MRT, SHARP, EOL

SFC: One: MRT, SHARP, EOL

1SG/MSG: One: MRT, SHARP, EOL

CSM/SGM: One: MRT, SHARP, EOL

OTHER INDICATORS

Most qualified looks like:

SSG: Audie Murphy; Army Band Noncommissioned Officer of the Year; MDW NCO of the Quarter; COL Finley Hamilton Award; Expert Soldier Badge

SFC: Audie Murphy; Army Band Noncommissioned Officer of the Year; MDW NCO of the Quarter; COL Finley Hamilton Award; Expert Soldier Badge

1SG/MSG: Audie Murphy; Army Band Noncommissioned Officer of the Year; MDW NCO of the Quarter; COL Finley Hamilton Award; Expert Soldier Badge

CSM/SGM: Audie Murphy; Army Band Noncommissioned Officer of the Year; MDW NCO of the Quarter



MOS 42S – The U.S. Army Band



ASSIGNMENTS (Key Development Positions, Unit Specific Positions, and Broadening)
PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Musician; Support Musician; (Tier 1 Positions) Librarian Adjunct; Unit History Team; GPC Holder; Auditions Team; Element Supply Representative; Soldier care initiative teams (MRT, VA, EO, DEI, BOSS, SFRG); Force Protection NCO; Retention NCO; Defense Attache

SFC: Senior Musician; Senior Support Musician; (Tier 2 Positions) Element Producer; Billing Official; State Funeral Site LNO; Assistant Section Leader; Adjunct/Associate Drum Major; Lead Auditions Coordinator; Enlisted Conductor; Concertmaster; Human Resources Adjunct; Defense Attache; MDW J35; MDW COD;

MSG: Master Musician; Section Leader; (Tier 3 Positions) TUSAB Special Bugler or Drummer; Element Producer NCOIC; Assistant Drum Major; JTF-National Capitol Region Inaugural Committee Band Control NCOIC; MEDPROS NCOIC; Trombone/Euphonium Workshop Chairperson (NCOIC); Stroll Leader; Blues/Downrange Music Director; Building Coordinator; Education Program Coordinator; Unit Historian NCOIC; Training NCOIC

CSM/SGM: Drum Major; Group Leader; Element Leader; Command Sergeant Major; Operations SGM; Human Resources SGM; Senior Producer; State Funeral Musical Support NCOIC; Enlisted Musical Director

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



The U.S. Army Field Band (MOS 42S) Progression Chart








E6: Musician/ Support Musician	E7: Senior Musician/ Senior Support Musician	E8: Master Musician/ Section Leader	E9: CSM/Element Leader/ Group Leader
Key Developmental: <i>Musician; Support Musician</i>	Key Developmental: <i>Senior Musician; Senior Support Musician</i>	Key Developmental: <i>Master Musician; Section Leader</i>	Key Developmental: <i>CSM; Element Leader; Group Leader</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			42S607C 42S607S 42S606S
		42S50	
	42S40		
42S30			

- Years are a general reference and do not reflect specific timeline expectations for individual NCOs

42S Talent Development Model – U.S. Army Field Band

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	Musician Support Musician	Senior Musician Support Musician	Master Musician Section Leader	Group Leader Element Leader	Command Sergeant Major
Military/Civilian Education	DLC 1, 2, 3		DLC 4	DLC 5	
	Continuous pursuit of civilian education				
Key Unit Specific Positions	Operations Tour Coordinator, Supply NCO; Property Book NCO; Videographer, Audio Engineer, Production Team member, Music Arranger, Small Group member, Librarian, Assistant Librarian, Media liaison, DTS Team member, Physical Training Staff, Event Equipment Set-up; Event Equipment Tear-down; Soloist; Assistant Drum Major, Retention Team, Social Media Team, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group member, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group leader, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Operations NCOIC; S1 Human Resources	
Broadening Opportunities	N/A				
Military Training	MRT, SHARP, EOL, CFD-Instructor Course, Air Assault, Airborne UPL, HAZMAT, Master Driver, UMO, Unit Safety Officer, GCSS-A Unit Supply, DA Retention Training			BN/BDE Pre-Command Course	
	Company Commander/1SG Course			Secretary of the Army Leadership Seminar; Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course; FMOC; HTAR	



MOS 42S – The U.S. Army Field Band



Special Band Musicians (42S) demonstrate superior musical expertise equivalent or higher than professional performers in the music industry at all skill levels to accomplish the highest standards of mission success. Support Musicians demonstrate comparable degree of expertise in respective positions.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musician or Support Musician (multiple positions within TUSAFB); demonstrated excellence in training element, group, or sections.

SFC: Senior Musician, or Senior Support Musician (multiple positions within TUSAFB); demonstrated excellence and potential to succeed in the next higher grade.

MSG: Section Leader, Master Musician, (multiple positions within TUSAFB); demonstrated excellence and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within TUSAFB); demonstrated excellence and potential to succeed at a higher level of responsibility in performing leadership, supervisory, and management functions.

Highly qualified looks like:

SSG: Musician or Support Musician (multiple positions within TUSAFB); demonstrated excellence in training element, group, or sections.

SFC: Senior Musician, or Senior Support Musician (multiple positions within TUSAFB); demonstrated excellence and potential to succeed in the next higher grade.

MSG: Section Leader, Master Musician (multiple positions within TUSAFB); demonstrated excellence and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within TUSAFB); demonstrated excellence and potential to succeed at a higher level of responsibility in performing leadership, supervisory, and management functions.

MOS 42S – The U.S. Army Field Band



U.S. ARMY

PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

Highly qualified looks like:

SSG-SGM: High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG Distributed Leaders Courses 1, 2, and 3 complete; successfully completed military and/or civilian education.

SFC: Distributed Leaders Courses 4 complete; successfully completed military and/or civilian education.

MSG: Distributed Leaders Courses 5 complete; successfully completed military and/or civilian education.

CSM/SGM: BN/BDE Pre-Command Course, SECARMY Leadership Seminar, Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR; successfully completed civilian education.

Highly qualified looks like:

SSG: Distributed Leaders Courses 1, 2, and 3 complete; continuously sought military and/or civilian education.

SFC: Distributed Leaders Courses 4 complete; continuously sought military and/or civilian education.

MSG: Distributed Leaders Courses 5 complete; continuously sought military and/or civilian education.

CSM/SGM: SECARMY Leadership Seminar, Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR; continuously sought civilian education.

Note: Approximately 95% of unit members earned degrees prior to joining the Army, bachelors through doctorate levels. These are not considered discriminators for promotion. DLC levels 1-3 requirements begin FY24, levels 4-5 FY25

MOS 42S – The U.S. Army Field Band



TRAINING

Most qualified looks like:

SSG: Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
SFC: Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
MSG: Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
SGM/CSM: Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

Highly qualified looks like:

SSG: One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
SFC: One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
MSG: One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL
CSM/SGM: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

OTHER INDICATIONS

Most qualified looks like:

SSG-SGM: Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.



U.S. ARMY

MOS 42S – The U.S. Army Field Band



ASSIGNMENTS (Key Leadership Positions and Unit Specific Positions)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: **Musician; Support Musician;** Operations Tour Coordinator, Supply NCO; Property Book NCO; Videographer, Audio Engineer, Production Team member, Music Arranger, Small Group member, Librarian, Assistant Librarian, Media liaison, DTS Team member, Physical Training Staff, Event Equipment Set-up; Event Equipment Tear-down; Soloist; Assistant Drum Major, Retention Team, Social Media Team, Educational Outreach Team member, and Training Staff.

SFC: **Senior Musician; Senior Support Musician;** Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group member, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff.

MSG: **Section Leader; Master Musician;** Operations Tour Director, Operations Tour Coordinator, Supply NCO; Property Book NCO; Senior Librarian, Senior Unit Producer, Event Equipment Set-up NCOIC; Event Equipment Tear-down NCOIC; Soloist; Videographer, Audio Engineer, Convoy Commander, Chief Music Arranger, Small Group Leader, Production Group Leader, DTS Team leader, Physical Training Staff NCO, Drum Major, Assistant Drum Major, media liaison NCO, Lodging Coordinator, Event Set-up Crew Team Leader, Event Tear-down Team Leader, Event Manager (“Road Manager”), Retention Team NCOIC, Educational Outreach Team NCOIC, and Training Staff NCOIC.

CSM/SGM: **Command Sergeant Major; Element Leader; Group Leader;** Administrative Support Positions

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



U.S. ARMY

MOS 42S Progression Chart - U.S. Army Old Guard Fife & Drum Corps



E-6: Musician	E7: Senior Musician	E8: 1SG/Master Musician	E9: CSM/Ops SGM
Key Developmental: <i>MPT Leader; New Soldier Trainer; Assistant Drum Major</i>	Key Developmental: <i>Section Leader; Drum Major; State Funeral SME</i>	Key Developmental: <i>First Sergeant</i>	Key Developmental: <i>Command Sergeant Major</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			42S60
		42S5M/42S5O	
	42S40		
42S30			

0-8 years







8-14 years

14-22 years

- Years are a general reference and do not reflect specific timeline expectations for individual NCOs

42S Talent Development Model – *The Old Guard Fife and Drum Corps*

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	Musician, MPT Leader, New Soldier Trainer, Assistant Drum Major		Senior Musician, Section Leader, Drum Major, State Funeral SME		First Sergeant, Master Musician				Operations SGM		Command Sergeant Major	
Military/Civilian Education	DLC 1, 2, 3		DLC 4		DLC 5							
	Bachelor's Degree		Master's Degree		Post Master's							
Key Unit Specific Positions	Support NCO positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Education Outreach, Training, Logistics, GPC Holder, Assistant Corps Travel Coordinator, Wig Shop, Building Coordinator, Drum Shop, Instrument Repair, Production Team, PAO, Center for Martial Music		MPT Leader; Section NCOIC positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Training, Logistics, Corps Travel Coordinator, Production Team, PAO, Center for		Group Leader; State Funeral SME; Support Element Leader positions include Human Resources and Security, Operations, Logistics, Plans and Production.				Operations SGM			
Broadening Opportunities	N/A											
Military Training	CFD-DC (SQI 2); CFD-IC (SQI 8); SHARP (ASI 1B); MRT (ASI 8R); P3T; MFT (ASI P5); EOL; UPL; CLS; Retention; Master Driver; Combatives Levels I and II					Company CDR/1SG PCC; Lean Six Sigma; Battle Staff					BN pre-Command; How the Army Runs	



MOS 42S – The Old Guard Fife and Drum Corps



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musicians with experience as an MPT Leader, New Soldier Trainer, or Assistant Drum Major and 36 to 48 months in at least two different additional duty appointments as a Support NCO.

SFC: Senior Musicians with 36 months experience as a Section Leader and additional experience as a Section NCOIC, Drum Major, or State Funeral SME.

1SG/MSG: First Sergeant for a 24 to 36 month tour of duty and additional experience as a Group Leader, Element Leader, or State Funeral SME.

SGM: Operations Sergeant Major for a 24 to 36 month tour of duty.

Highly qualified looks like:

SSG: Musicians with experience as an MPT Leader, New Soldier Trainer, or Assistant Drum Major and 24 months in one additional duty appointment as a Support NCO.

SFC: Senior Musicians with 36 months experience as a Section Leader.

MSG: Master Musicians with 24 to 36 months experience as a Group Leader or Element Leader and additional experience as a State Funeral SME.

SGM: Operations Sergeant Major for a 24 to 36 month tour of duty.



MOS 42S – The Old Guard Fife and Drum Corps



PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, Master Fitness Trainer.

Highly qualified looks like:

SSG-SGM: 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or Master Fitness Trainer.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: *DLC 1, 2, and 3 complete and pursuit of additional military education; bachelor's degree and continuation of studies through the graduate level or professional certifications.

SFC: DLC 4 complete and pursuit of additional military education; master's degree and continuation of studies through the graduate level or professional certifications.

1SG/MSG: DLC 5 complete and pursuit of additional military education; master's degree and continuation of studies through the graduate level or professional certifications.

SGM: Continued pursuit of additional military education; master's degree and completion of additional studies at the graduate level or professional certifications.

Highly qualified looks like:

SSG: DLC 1, 2, and 3 complete; bachelor's degree.

SFC: DLC 4 complete; master's degree.

1SG/MSG: DLC 5 complete; master's degree.

SGM: Continued pursuit of additional military education; master's degree.

**Requirements for DLC 1-3 begin FY24, DLC 4-5 in FY25.*



MOS 42S – The Old Guard Fife and Drum Corps



TRAINING

Most qualified looks like:

SSG: Multiple: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II

SFC-1SG/MSG: Company CDR/1SG PCC and Lean Six Sigma or Battle Staff

SGM: BN PCC and AFMS How the Army Runs

Highly qualified looks like:

SSG: One: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II

SFC-1SG/MSG: Company CDR/1SG PCC, Lean Six Sigma, or Battle Staff

SGM: BN PCC

OTHER INDICATORS

Most qualified looks like:

SSG-SGM: Documented excellence as an SME for Corps marching technique and instrumental performance, documented excellence performing secondary instrument(s), documented excellence training and leading MPTs, and/or documented excellence in additional duty appointments indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, participation in NCO competition boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, Airborne or Air Assault qualification, community service activities, and impact awards for outstanding achievements and contributions to the MOS and/or CMF are all indicators of NCOs who embrace the Total Soldier Concept.



MOS 42S – The Old Guard Fife and Drum Corps



ASSIGNMENTS (Key Developmental Positions and Unit Specific Positions) PROPONENT SPECIFIC CHALLENGING/HIGH RISK

SSG: Musician; *MPT Leader; *New Soldier Trainer; *Assistant Drum Major; Support NCO positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Education Outreach, Training, Logistics, GPC Holder, Assistant Corps Travel Coordinator, Wig Shop, Building Coordinator, Drum Shop, Instrument Repair, Production Team, PAO, Center for Martial Music.

SFC: Senior Musician; *Section Leader; *Drum Major; *State Funeral SME; MPT Leader; Section NCOIC positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Training, Logistics, Corps Travel Coordinator, Production Team, PAO, Center for Martial Music.

1SG/MSG: Master Musician; First Sergeant; Group Leader; State Funeral SME; Support Element Leader positions include Human Resources and Security, Operations, Logistics, Plans and Production.

CSM/SGM: Command Sergeant Major; Operations Sergeant Major.

*Denotes a Key Developmental Position that is documented in Appointed Duties section of NCOER.

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



U.S. ARMY

MOS 42S - Progression Chart - U.S. Military Academy Band



E-6: Musician/ Support Musician	E7: Senior Musician/ Senior Support Musician	E8: Section Leader	E9: Group Leader/Element Leader/CSM
Key Developmental: <i>Musician; Support Musician</i>	Key Developmental: <i>Senior Musician; Senior Support Musician</i>	Key Developmental: <i>Section Leader</i>	Key Developmental: <i>Group Leader; Element Leader; Band SGM/CSM</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			42S60
		42S50/42S5M	
	42S40		
42S30			






0-8 years (from 42S30 to 42S40)

8-14 years (from 42S40 to 42S50/42S5M)

14-22 years (from 42S50/42S5M to 42S60)

42S Talent Development Model – The U.S. Military Academy Band

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	Musician Support Musician	Senior Musician Senior Support Musician	Section Leader	Group Leader Element Leader	Command Sergeant Major
Military/Civilian Education	DLC 1, 2, 3		DLC 4	DLC 5	
	Bachelor's Degree		Master's Degree	Post Master's	
Key Unit Specific Positions	Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC	Element Operations NCOIC, Element Production NCOIC, Cadet Club NCOIC, Chamber Ensemble NCOIC	PAO Shop Head, S 1,2 & 4-8 Shop Head, EOL, Concert Band Group Leader, Chamber Group Leader, Marching Band Group Leader.	Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Research Center, S-1 Shop Head, S-3 Shop Head, Senior Producer.	
Broadening Opportunities	N/A				
Military Training	CFD-IC (SQI 8); CFD-DC (SQI 2)			BN/BDE pre-Command; Senior Enlisted JPME 2; FMOC; HTAR	
	MFT (ASI P5); MRT (ASI 8R); SHARP (ASI 1B); EO; Airborne (SQI P) ; Air Assault (ASI 2B); UPL; HAZMAT; Master Driver; UMO		CCFSPC; Manager Development Course CDR's Safety Course; FMOC; MFMC		



MOS 42S - U.S. Military Academy Band



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musician & Support Musician; has demonstrated excellence as Drum Major NCO, Drill and Ceremony NCO, Social Media Team Manager, S-3 NCO, MFT NCO.

SFC: Senior Musician & Senior Support Musician (multiple positions within USMAB); has demonstrated excellence as Element Operations NCOIC, Element Production NCOIC, Library NCOIC.

MSG: Section Leader; has demonstrated excellence as S 1,2 & 4-8 Shop Head, PAO Shop Head, Concert Band Group Leader, Marching Band Group Leader.

CSM/SGM: Demonstrated excellence in multiple of the following roles: S-3 Shop Head, Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Music Research Center Researcher, Senior Producer.

Highly qualified looks like:

SSG: Musician or Support Musician; has demonstrated excellence as Element-specific Operations NCO, Cadet Club NCO, S-1 NCO, S-4 NCO, S-5 NCO, S-6 NCO, S-8 NCO.

SFC: Senior Musician or Senior Support Musician; has demonstrated excellence as Chamber Ensemble NCOIC or Cadet Club NCOIC.

MSG: Section Leader; has demonstrated excellence as EOL or Chamber Group Leader.

CSM/SGM: Demonstrated excellence in one of the following roles: S-3 Shop Head, Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Music Research Center Researcher, Senior Producer.



MOS 42S - U.S. Military Academy Band



PHYSICAL FITNESS

Most qualified looks like:

- SSG:** 540 and above (90 per event); 90 points minimum in non-profile events; pursued off-duty fitness
- SFC:** 540 and above (90 per event); 90 points minimum in non-profile events; pursued off-duty fitness
- MSG:** 540 and above (90 per event); 90 points minimum in non-profile events; pursued off-duty fitness
- CSM/SGM:** 540 and above (90 per event); 90 points minimum in non-profile events; pursued off-duty fitness

Highly qualified looks like:

- SSG:** 480 – 539 ACFT score; 80 points minimum in non-profile events
- SFC:** 480 – 539 ACFT score; 80 points minimum in non-profile events
- MSG:** 480 – 539 ACFT score; 80 points minimum in non-profile events
- CSM/SGM:** 480 – 539 ACFT score; 80 points minimum in non-profile events

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

- SSG:** Distributed Leaders Courses 1, 2, and 3 complete; Master's Degree
- SFC:** Distributed Leaders Courses 4 complete; Master's Degree
- MSG:** Distributed Leaders Courses 5 complete; Post Master's Degree
- CSM/SGM:** Demonstrated progress in pursuing continuous lifelong civilian learning

Highly qualified looks like:

- SSG:** Distributed Leaders Courses 1, 2, and 3 complete; Bachelor's Degree
- SFC:** Distributed Leaders Courses 4 complete; Bachelor's Degree
- MSG:** Distributed Leaders Courses 5 complete; Master's Degree
- CSM/SGM:** Demonstrated progress in pursuing continuous lifelong civilian learning

MOS 42S - U.S. Military Academy Band



U.S. ARMY

TRAINING

Most qualified looks like:

SSG: Multiple: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

SFC: Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

MSG: Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

SGM/CSM: Multiple: MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

Highly qualified looks like:

SSG: One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

SFC: One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

MSG: One: MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

CSM/SGM: One: MRT, SHARP, EOL, SQI 8

OTHER INDICATORS

Most qualified looks like:

SSG: Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year

SFC: Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year

MSG: Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year

CSM/SGM: Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year

MOS 42S – U.S. Military Academy Band



ASSIGNMENTS (Key Leadership Positions and Unit Specific Positions)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: **Musician; Support Musician;** Element-specific Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC.

SFC: **Senior Musician; Senior Support Musician;** Element Operations NCOIC, Element Production NCOIC, Cadet Club NCOIC, Chamber Ensemble NCOIC.

MSG: **Section Leader;** PAO Shop Head, S 1,2 & 4-8 Shop Head, EOL, Concert Band Group Leader, Chamber Group Leader, Marching Band Group Leader.

CSM/SGM: **Group Leader; Element Leader; Command Sergeant Major;** S-3 Shop Head, Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Music Research Center Researcher, Senior Producer.

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