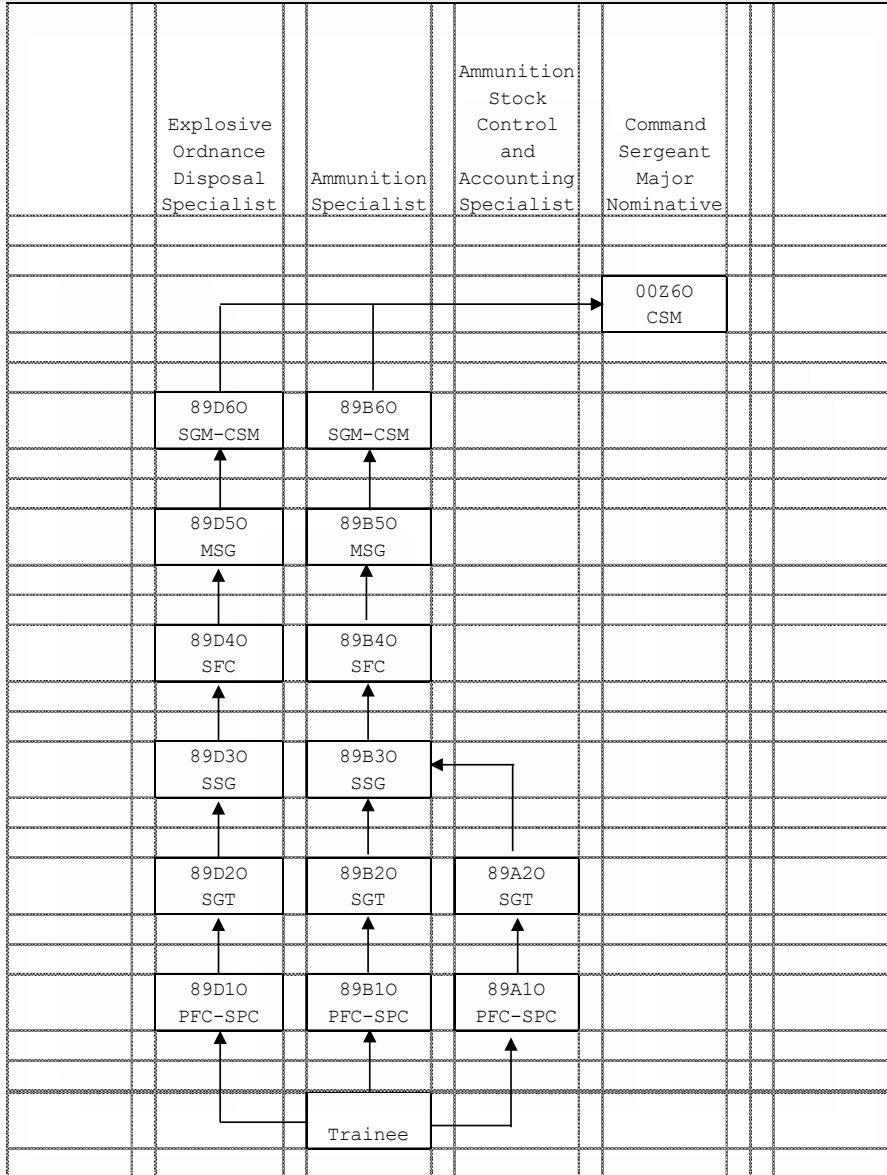




CMF 89 Progression Chart



89B Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

							
Critical Leadership Position MQ rating and highly numerated ranking		Ammunition SGT Asst Section SGT Squad Leader	Section Chief Ammunition Inspector Ammunition Supply SGT	Platoon Sergeant Ammunition Logistics SGT Operations Sergeant	First Sergeant Chief Ammunition NCO Operations SGT	Chief Enlisted Career Manager Command DMC SGM Operations SGM	
Military/Civilian Education	DL 1	DLC 2	DLC 3	DLC 4	DLC 5	DLC 6	
	BLC	ALC	SLC	MLC	SMC	NOM	
	Associate's Degree			Bachelor's Degree		Master's Degree	
Critical Development	Ammunition Specialist Ammunition Sergeant		Ammunition Inspector Section Chief Operations Sergeant	Ammo Logistics SGT Platoon Sergeant Operations Sergeant Detachment Sergeant Senior Ammunition NCO	First Sergeant Chief Ammunition NCO Operations Sergeant	Chief Training Instructor Developer/ Writer Support OPS SGM Training Department SGM	
Broadening Opportunities	USASOC, SMU, JSOC, Recruiter, Old Guard, Ranger		Recruiter, Drill Sergeant, SFAB, Old Guard, JSOC, ALC, Instructor, ALC SGL, Training Developer	Recruiter, Senior Drill Sergeant, SMU, JSOC, SFAB, SARC, EOA, Old Guard, Talent Management NCO, Career Management NCO, Training Developer, SLC SGL, Ammo NCO OC/T, ASP OPNS NCO OC, Training Ammo MGT NCO, SR Training Management NCO	Equal Opportunity Advisor, Inspector General, Chief Munition Division NCO, Chief Curriculum Development NCO, Senior Capabilities Developer NCO, Ammo Logistics Senior	Instructor USASMA, Capabilities Development and Integration SGM, ARDEC SGM, CRC SGM	
Military Training	Basic Airborne, Air Assault, Ranger, TAMIS, Tactical Combat Casualty Care, Basic and Tactical Combative		Technical Transportation of Hazardous Material, Air Assault, Ranger, Basic Airborne, Tactical and Master Combatives	Basic Airborne, Air Assault, Jumpmaster, Ranger, Battle Staff NCO Course, Safety Officer Course, QA/QC, Support Operations, Observer Controller Course, Tactical and Master Combatives, Logistics Management Development Course, Contracting Officer Representative	Basic Airborne, Air Assault, Jumpmaster, Battle Staff NCO Course, Environmental Compliance Officer's Course, Operational Contract Support Course, Joint Logistics Course, Lean Six Sigma	Battalion and Brigade Pre-Command Course, Keystone Course, Sustainment Pre-Command, Army Senior Leader Course, Operational Contracting Support, Lean Six Sigma, SHARP, EEO	



MOS 89B



Ammunition Specialists provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed; duties involve providing mission command technical expertise on ammunition operations, logistical support, ammunition accountability, site survey and design of new and existing ammunition storage areas, establishing ammunition requirements, quality assurance, explosives safety, emergency demolition operations, retrograde operations, movement on all modes of transportation, storage, preparation of HAZMAT and accountable documentation for ammunition.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 24 Months Ammunition Inspector; 24 Months Section Chief ; with MQ and highly numerated ranking

SFC: 24 Months Ammunition Logistics Sergeant; 24 Months Platoon Sergeant; 24 Months Detachment Sergeant; with MQ and highly numerated ranking

MSG: 24 Months First Sergeant; Chief Ammunition NCO; with MQ and highly numerated ranking

SGM: Distribution Management (DMC) SGM; Army Field Support Brigade SGM; Depot SGM; Special Missions Unit SGM; BDE S3 SGM; Support Operations SGM with MQ and highly numerated ranking

CSM: 36 Months in position with MQ and highly numerated ranking

Highly qualified looks like:

SSG: 18+ Months Ammunition Supply Sergeant; Ammunition Inspector; Section Chief; Operations Sergeant

SFC: 18+ Months Ammunition Logistics NCO; Operations Sergeant; Senior Ammo Inspector

MSG: 18+ Months First Sergeant; Chief Ammunition NCO

SGM: 18+ Months in SGM Position



MOS 89B



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

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: ALC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Associate's Degree; Obtain certification/credentialing

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

MSG: MLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

CSM/SGM: USASMC - Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

Highly qualified looks like:

SSG: ALC - Superior Academic Achievement; Pursuing Associate's Degree

SFC: SLC - Superior Academic Achievement; Associates Degree

MSG: MLC - Superior Academic Achievement; Bachelor's Degree

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



MOS 89B



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (SSG)

Drill Sergeant; Recruiter; Instructor; Security Forces Assistance Brigade; Observer/Coach/Trainer; ALC Instructor; ALC Small Group Leader; Training Developer; Old Guard; Special Missions Unit

Critical Leader Development (SSG)

Ammunition Inspector; Section Chief

Broadening (SFC)

Drill Sergeant; Recruiter; Security Forces Assistance Brigade; Sexual Assault Response Coordinator; Equal Opportunity Advisor; Old Guard; Career Management NCO; Talent Management NCO; Senior Instructor; Training Developer; SLC SGL; Ammo NCO OC/T; ASP Operations NCO OC

Critical Leader Development (SFC)

Ammunition Logistics Sergeant; Platoon Sergeant; Operations Sergeant

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



MOS 89B



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (MSG)

Chief Instructor; Senior Capabilities Developer NCO; Equal Opportunity Advisor; Inspector General

Critical Leader Development (MSG)

Chief Ammunition NCO; Operations Sergeant; First Sergeant

Broadening (SGM)

SPO Sergeant Major, Operations Sergeant Major

Critical Leader Development (SGM)

Chief Training Instructor; Support Operations SGM; Training Department SGM; Chief Enlisted Career Manager

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



MOS 89B



TRAINING

Most qualified looks like:

SSG: Technical Transportation of Hazardous Material; Air Assault; Ranger; Airborne; Tactical Combative

SFC: SHARP; Technical Transportation of Hazardous Material; Battle Staff; Logistics Management Development Course; QA/QC; Support Operations Phase II; Jumpmaster; Observer Controller Course; Contracting Officer Representative

MSG: Battle Staff; Airborne; Air Assault; Operational Contract Support; Jumpmaster; Joint Logistics

CSM/SGM: Battalion and Brigade Pre-Command; Keystone Course; Army Senior Leader Course

Highly qualified looks like:

SSG: HAZMAT; Tactical Combat Casualty Care; Sling load Course(SLC)

SFC: Technical Transportation of Hazardous Material; SEJPME II

MSG: SARC; Support Operations Phase II; Environmental Compliance Officer Course; Master Combative

CSM/SGM: Sustainment Pre-Command; Operational Contracting Support; Lean Six Sigma

OTHER INDICATORS

Most qualified looks like:

SSG: Audie Murphy/ SGT Morales; Regimental Awards; NCO of the Quarter/Year; Distinguished Instructor Award; Drill Sergeant/Instructor of the Year; Senior Instructor Badge; Additional duties annotated on evaluations

SFC: Audie Murphy/ SGT Morales; Regimental Awards; NCO of the Quarter/Year; Distinguished Instructor Award; SEJPME II; Senior or Master Instructor Badge; Additional duties annotated on evaluations








MSG: Audie Murphy/ SGT Morales; SPO Phase II; Lean Six Sigma; Regimental Awards; Foreign Awards; Balance of Operational, Institutional, and Broadening assignments; Additional duties annotated on evaluations

CSM/SGM: Balance of Operational, Institutional, and Broadening assignments; Regimental Awards

89D Talent Development Model

Years of Service

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

	      
Critical Leadership Position MQ rating and highly numerated ranking	<p>Team Leader WMD Team Leader</p> <p>Platoon Sergeant</p> <p>First Sergeant</p> <p>Command Sergeant Major</p> <p><small>NOTE: Successfully held positions of greater responsibility and grade look</small></p>
Military/Civilian Education	<p>DLC 1 DLC 2 DLC 3 DLC 4 DLC 5 DLC 6</p> <p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p> <p><small>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</small></p>
Critical Development	<p>EOD Specialist EOD Sergeant WMD NCO Instructor Small Group Leader Drill Sergeant Senior Instructor Small Group Leader Technical Intelligence NCO EOD Enlisted Assignments Manager (HRC) Training Developer Senior Career Manager Senior Enlisted Advisor Senior Doctrine NCO Senior Training Developer Senior Instructor BN Operations NCOIC Operations SGT (Div) Operations SGM EOD SGM (TPO) EOD Senior Enlisted Advisor Instructor (USASMA)</p> <p><small>NOTE: Successfully held positions of greater responsibility and grade look</small></p>
Broadening Opportunities	<p>Explosive Hazard Advisor (SFAB)</p> <p>Drill Sergeant Operations NCO (SFAB)</p> <p>Proponent & Leader Development SGM, JEOD Operations Sergeant (VIPPSA)</p> <p>Training with Industry, SARC, Recruiter (SORB)</p>
Military Training	<p>Ranger, Airborne, Air Assault, HME Training, Combatives I – IV, HAZMAT, TTEC, TC3</p> <p>MRT, SHARP, EO, MFT, Jump Master Support Operations Course, Contractor Representatives Course</p> <p>Advanced IED Defeat, JNEODC, ADT-1&2, SEJPME-I Battle Staff, SEJPME II</p>



MOS 89D



EOD Specialists locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, nuclear ordnance, IED, VBIED and WMDs; conducts intelligence gathering operations of first seen foreign ordnance; performs and supervises VIP missions for U.S. Federal agencies; responsible for maintaining continuity of all unit operations and movements; supervises coordination and deployment of EOD response teams over a wide geographical area; supervises establishment and maintenance of situation maps, journals and technical intelligence reports; technical advisor at all staff levels.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 24 Months EOD Team Leader; 24 Months WMD Team Leader; Drill Sergeant; with MQ and highly numerated ranking

SFC: 24 Months Platoon Sergeant; Serving in First Sergeant Position; Drill Sergeant; with MQ and highly numerated ranking

MSG: 24 Months First Sergeant with MQ and highly numerated ranking

SGM/CSM: Battalion/Group or Brigade CSM with MQ and highly numerated ranking

Highly qualified looks like:

SSG: 18+ Months EOD Team Leader; 18+ Months WMD Team Leader; 18+ Months Drill Sergeant

SFC: 18+ Months Platoon Sergeant; 18+ Months Drill Sergeant

MSG: 18+ Months First Sergeant

SGM/CSM: 18+ Months Battalion/Group or Brigade CSM



MOS 89D



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

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: ALC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Associate's Degree
Obtain certification/credentialing

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

MSG: MLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

CSM/SGM: USASMC - Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

Highly qualified looks like:

SSG: ALC - Superior Academic Achievement; Pursuing Associate's Degree

SFC: SLC - Superior Academic Achievement; Associates Degree

MSG: MLC - Superior Academic Achievement; Bachelor's Degree

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



MOS 89D



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (SSG)

Explosive Hazard Advisor; Instructor; Drill Sergeant; Observer/Controller-Trainer (O/C-T); Small Group Leader; Research Development Testing and Evaluation (RDTE) NCO; Training Management NCO; Range Maintenance NCO; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (SSG)

Team Leader; WMD Team Leader

Broadening (SFC)

Training with Industry (TWI); EOD Exploitation Specialist (MISC); EOD Instructor (DNWS); DTT Operations NCO (DTRA); Explosive Hazards Advisor (SFAB); Recruiter (SORB); Sexual Assault Response Coordinator (SARC); Instructor; Senior Instructor; Small Group Leader; Training Developer; Observer/Controller-Trainer; EOD Enlisted Assignments NCO; Range Control NCO; EOD Section NCO (Picatinny); JEOD Coordination NCO (VIPPSA); Special Missions Unit (SMU) Assignments; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (SFC)

Platoon Sergeant

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



MOS 89D



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (MSG)

Senior Career Management NCO, Senior Enlisted EOD Advisor, NCO Training Manager, Senior Instructor, Senior Training Developer, EOD Advisor; SMU Assignments; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (MSG)

First Sergeant

Broadening (CSM/SGM)

EOD Sergeant Major (TPO-EOD); Instructor (USASMA); EOD Senior Enlisted Advisor; JEOD Operations Sergeant (VIPPSA); EOD Specialist (8th Army); SPO SGM; SMU Assignments

Critical Leader Development (CSM/SGM)

Command Sergeant Major

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



MOS 89D



TRAINING

Most qualified looks like:

SSG: Technical Tactical Exploitation Course (TTEC); Technical Escort Course; Advanced IED Defeat; Post Blast Course; HME Course; Airborne; Jump Master; Air Assault; Ranger; MRT; SHARP; MFT; additional duties annotated on evaluations

SFC: Technical Tactical Exploitation Course (TTEC); Technical Escort Course; Advanced IED Defeat; Post Blast Course; HME Course; Battle Staff; Ranger; Airborne; Jump Master; Air Assault; SHARP, MFT, MRT, additional duties annotated on evaluations

MSG: Battle Staff; Airborne; Jump Master; Air Assault; Ranger; Contractor Representative Course; Operational Contracting Support

CSM/SGM: Battle Staff; Contractor Representative Course; Operational Contracting Support

Highly qualified looks like:

SSG: HAZMAT course; additional duties annotated on evaluations

SFC: HAZMAT course; additional duties annotated on evaluations

MSG: Contractor Representative Course; Operational Contracting Support

CSM/SGM: SEJMPE-II

OTHER INDICATORS

Most qualified looks like:

SSG: DA EOD Team of the Year; NCO of the Quarter/Year

SFC: DA EOD Team of the Year; NCO of the Quarter/Year

MSG: Regimental Awards; Lean Six Sigma; Balance of Operational, Institutional, and Broadening assignments

CSM/SGM: Regimental Awards; SEJPME II; Lean Six Sigma; Balance of Operational, Institutional, and Broadening assignments