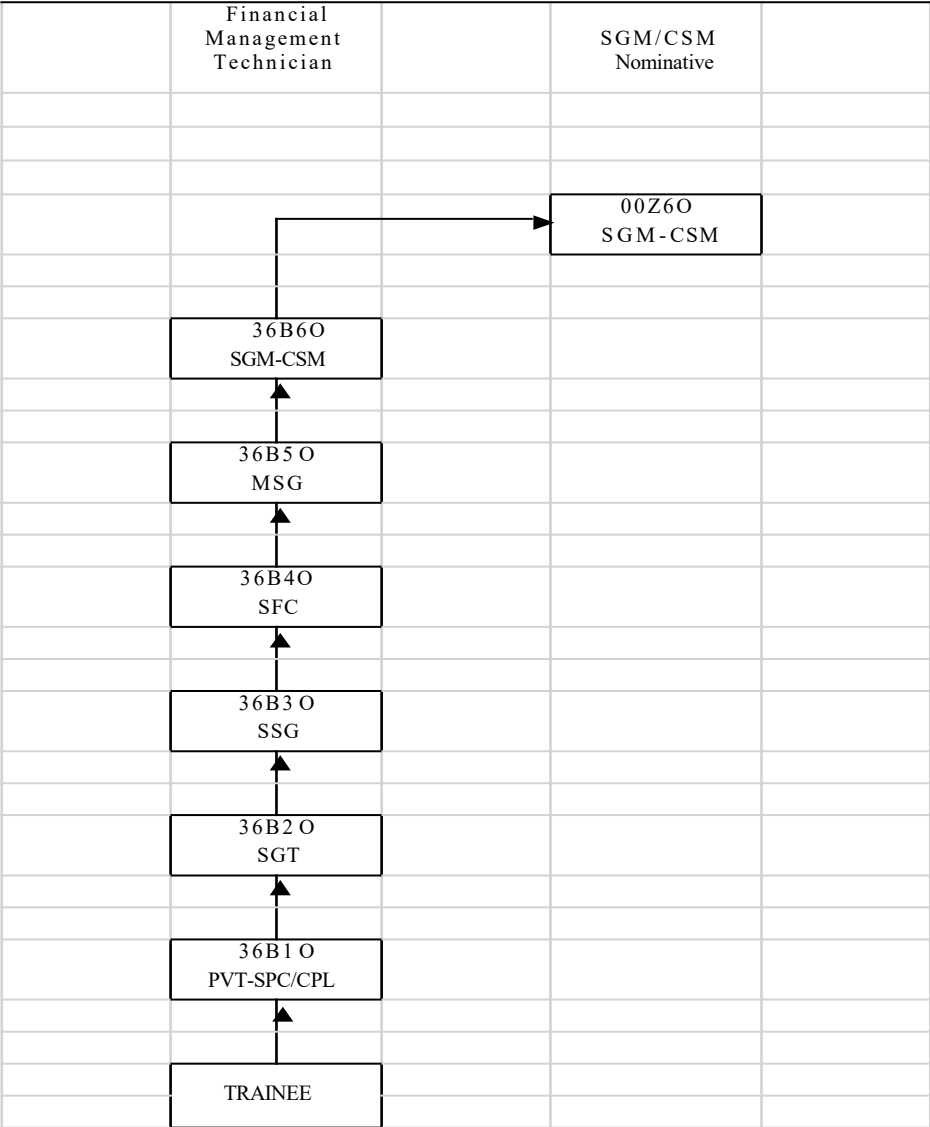




U.S. ARMY

# CMF 36 Progression Chart



# 36B 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	Squad Leader Section Leader						Detachment SGT						First Sergeant						BN/BDE CSM Nominative SGM/CSM																	
<b>Military/Civilian Education</b>	DLC I		DLC II		DLC III		DLC IV		DLC V		DLC VI		BLC		ALC		SLC		MLC		SMC		NLC		Associate's Degree				Bachelor's Degree				Master's Degree			
<b>Key Development</b>	<p>SR Vendor Services Analyst (CVS) SR Disbursing Analyst SR Budget Analyst SR FM Analyst</p> <p>Budget Manager FM Manager Disbursing Manager IC Manager</p> <p>FM Inspector FM Advisor</p> <p>Senior FM Advisor</p>																																			
<b>Broadening Opportunities</b>	<ul style="list-style-type: none"> <li>- Instructor (AIT)</li> <li>- NCOA Small Group Leader (ALC)</li> <li>- Drill Sergeant</li> <li>- Training Developer</li> <li>- Recruiter</li> <li>- White House Communications Agency</li> <li>- Security Force Assistance Brigade (SFAB)</li> <li>- Special Missions Unit</li> <li>- Special Operations Forces</li> <li>- Enlisted Aide</li> <li>- 3d U.S. Infantry Regiment (The Old Guard)</li> </ul>						<ul style="list-style-type: none"> <li>- Talent Management NCO</li> <li>- SR Instructor (AIT)</li> <li>- Training Developer</li> <li>- Career Mgmt NCO (Proponency)</li> <li>- Training w/Industry (TWI)</li> <li>- FM SR Trainer (OST)</li> <li>- Inspector General</li> <li>- Special Missions Unit</li> <li>- Special Operations Forces</li> <li>- Defense Comptrollership Program</li> <li>- Enlisted Aide</li> <li>- NCOA Small Group Leader (SLC)</li> <li>- White House Communications Agency</li> </ul>						<ul style="list-style-type: none"> <li>- Course Director (AIT)</li> <li>- Special Missions Unit</li> <li>- Special Operations Forces</li> <li>- FM SR Trainer (OST)</li> <li>- Enlisted Aide</li> <li>- Defense Comptrollership Program</li> <li>- White House Communications Agency</li> </ul>						<ul style="list-style-type: none"> <li>- Chief, Career Management (Proponency)</li> <li>- Chief Instructor (SGM-A)</li> <li>- Fellowship</li> <li>- Defense Comptrollership Program</li> <li>- Battalion Command Sergeant Major</li> <li>- Brigade Command Sergeant Major</li> <li>- Special Missions Unit</li> <li>- Special Operations Forces</li> </ul>																	
<b>Military Training</b>	<ul style="list-style-type: none"> <li>- Drill Sergeant</li> <li>- Recruiter</li> <li>- Master Fitness Trainer</li> <li>- Combat Advisor Training Course</li> <li>- Airborne</li> <li>- Air Assault</li> <li>- Master Resilience Training Course</li> <li>- Equal Opportunity Leader</li> <li>- Battle Staff</li> <li>- Army Comptroller Course</li> <li>- SHARP Foundation Course</li> <li>- SARC/VA Career Course</li> <li>- Enlisted Aide Training Course</li> <li>- Business Analytics Course</li> <li>- Common Faculty Development - Instructor or Developer Course</li> </ul>						<ul style="list-style-type: none"> <li>- Master Fitness Trainer</li> <li>- Airborne</li> <li>- Air Assault</li> <li>- Master Resilience Training Course</li> <li>- Battle Staff</li> <li>- Inspector General School</li> <li>- Army Comptroller Course</li> <li>- Business Analytics Course</li> <li>- SHARP Foundation Course</li> <li>- SARC/VA Career Course</li> <li>- Enlisted Aide Training Course</li> <li>- Executive Comptroller Course</li> <li>- Common Faculty Development - Instructor or Developer Course</li> </ul>						<ul style="list-style-type: none"> <li>- Master Resilience Training Course</li> <li>- Battle Staff</li> <li>- Master Fitness Course</li> <li>- Executive Comptroller Course</li> <li>- Intermediate Data Analytics Course</li> <li>- SHARP Foundation Course</li> <li>- Enlisted Aide Training Course</li> <li>- SARC/VA Career Course</li> <li>- Army Comptroller Course</li> <li>- Senior Resource Managers Course</li> <li>- Common Faculty Development - Instructor Course</li> </ul>						<ul style="list-style-type: none"> <li>- Executive Comptroller Course</li> <li>- Advanced Business Analytics Certification</li> <li>- SARC/VA Career Course</li> <li>- Senior Resource Managers Course</li> </ul>																	



# MOS 36B



U.S. ARMY

The Financial Management (FM) Technician performs or supervises duties specific to the following FM processes: budgeting, disbursing, accounting of government funds, payment for travel and commercial vendor services, pay support of Soldiers and foreign national employees, protecting funds from fraud, waste, and abuse, conduct manpower assessments, analyze commander's tasks and priorities to ensure proper financial resources are available to accomplish the mission and internal control operations.

## **LEADERSHIP POSITIONS**

### **Most Qualified looks like:**

**SSG:** Squad Leader or Section Leader (24 months)

**SFC:** Detachment Sergeant (24 months)

**MSG:** First Sergeant (24 months)

**CSM/SGM:** Financial Management Support Unit (FMSU)/Finance Support Center (FISC) SGM (18-24 months); Battalion/Brigade CSM with MQ rating and highly numerated ranking

### **Highly Qualified looks like:**

**SSG:** Squad Leader or Section Leader (12-18 months)

**SFC:** Detachment Sergeant (12-18 months)

**MSG:** First Sergeant (12-18 months)

**CSM/SGM:** FMSU/FISC SGM (12-18 months); Battalion/Brigade CSM with HQ rating and mid-level ranking



# MOS 36B



U.S. ARMY

## PHYSICAL FITNESS

### **Most Qualified looks like:**

**SSG:** ACFT score of 540 or above with 80 points in each event

**SFC:** ACFT score of 540 or above with 80 points in each event

**MSG:** ACFT score of 540 or above with 80 points in each event

**CSM/SGM:** ACFT score of 540 or above with 80 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:** 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 - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Associate's Degree

**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; Associate's Degree

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

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



# MOS 36B



U.S. ARMY

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

**SSG:** Instructor (AIT); NCOA Small Group Leader (ALC); Training Developer; Special Operations Forces (SOF); Special Missions Unit (SMU); White House Communications Agency (WHCA); Security Force Assistance Brigade (SFAB); Drill Sergeant; Recruiter; 3d U.S. Infantry Regiment (The Old Guard); Enlisted Aide; **SR FM Analyst; SR Vendor Services Analyst (CVS); SR Disbursing Analyst; SR Budget Analyst**

**SFC:** Talent Management NCO; SR Instructor (AIT); Training Developer; Special Operations Forces (SOF); Special Missions Unit (SMU); FM SR Trainer (OST); Career Management NCO (Proponency); Training with Industry (TWI); Defense Comptrollership Program (DCP); NCOA Small Group Leader (SLC) Inspector General (IG); Enlisted Aide; **WHCA; FM Manager; IC Manager; Disbursing Manager; Budget Manager**

**MSG:** Course Director (AIT); Special Operations Forces (SOF); Special Missions Unit (SMU); FM SR Trainer (OST); Defense Comptrollership Program (DCP); WHCA; Enlisted Aide; **FM Inspector; FM Advisor**

**CSM/SGM:** Chief, Career Management (Proponency); Fellowship; Defense Comptrollership Program (DCP); Chief Instructor (SGM-A); ; Battalion Command Sergeant Major; Brigade Command Sergeant Major; **SR FM Advisor**

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



# MOS 36B



U.S. ARMY

## TRAINING

### **Most Qualified looks like:**

**SSG:** Drill Sergeant School; Recruiter; Combat Advisor Training Course; Airborne; Air Assault; Enlisted Aide Training Course; Enlisted Joint Professional Military Education (EJPME) I; Equal Opportunity Leader; Common Faculty Development - Instructor Course; Common Faculty Development - Developer Course; Battle Staff

**SFC:** Inspector General Course; Common Faculty Development - Instructor Course; EJPME II; Battle Staff; Army Comptroller Course; Executive Comptroller Course; Common Faculty Development - Developer Course

**MSG:** Common Faculty Development - Instructor Course; Intermediate Data Analytics Course

**CSM/SGM:** Battalion/Brigade Pre-Command Course; Executive Comptroller Course; Advanced Business Analytics Certification; Senior Resource Managers Course

### **Highly Qualified looks like:**

**SSG:** Master Fitness Trainer; SARC/VA Career Course; Master Resilience Training Course; SHARP Foundation Course

**SFC:** Master Fitness Trainer; SARC/VA Career Course; Master Resilience Training Course; SHARP Foundation Course

**MSG:** Master Fitness Trainer; SARC/VA Career Course; Master Resilience Training Course

**CSM/SGM:** SARC/VA Career Course

## OTHER INDICATIONS

### **Most Qualified looks like:**

**SSG:** SGT Audie Murphy; SGT Morales; NCO/Drill Sergeant/Instructor of the Year; Army Comptroller Course; Certified Government Financial Manager (CGFM); Business Analytics Course

**SFC:** SGT Audie Murphy; SGT Morales; NCO/Instructor of the Year; Certified Defense Financial Manager (CDFM); Business Analytics Course; Airborne; Air Assault

**MSG:** Army Comptroller Course; Senior Resource Managers Course

**CSM/SGM:** MG Nathan Towson Medallion (Regimental Award)