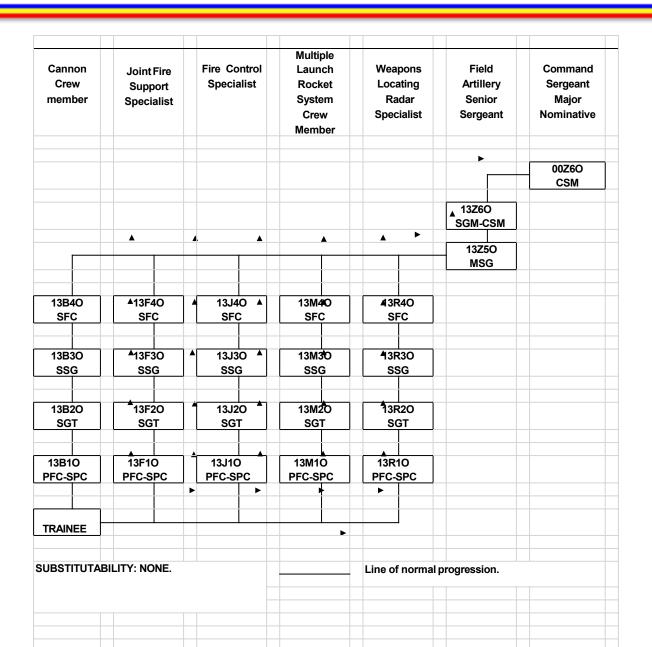


CMF 13 Progression Chart





13B Talent Development Model

Years of Service	2	4	6	8	10	12	14	16
	•							
Key Development Position	Gunner Ammo Team Chief	Gunner Ammo To Chief	eam	Howitzer	Section Chief	Plate	oon Sergeant	
Military/ Civilian Education	DLC 1 WLC	DLC 2	ALC	DLC	SLC	DLC	MLC	
		60	SH or equivalent			75 SH	l or equivalent	
Operational Assignments		Ammu	r/ Ammo Team Ch nition Sergeant rtillery Weapon M	Ammu	er Section Chief nition Section Chief ry SGT (SSG Position A	ABCT Only) Gun Ope Mas Intel	oon Sergeant nery Sergeant rations Sergeant ter Gunner Iligence Sergeant nunition NCO	
Broadening Assignments	N/A	N/A		CTC (C Develo Instruc Evalua Assista	(Observer/Controller, bserver/Controller, to be per, Small Group Lead tor, Research Develoption (RDTE) NCO, Secunce Brigade (SFAB) Fibrill Sergeant and Recu	raining Man der (SGL), Der Test and Der Control Train	eer Advisor NCO (HRC nagement NCO (FAPC ner Instructor, AC/R server/Controller/Tra server/Controller), S ning Developer, Senie eloper, Senior Small of it), Senior Instructor, elop Test and Evaluar urity Forces Assistance ter Gunner, Assistance ter Gunner, Assistance ter Gunner, Assistance ter Gunner, Assistance ter Gunner, Sexual Fredinator (SARC), Equi isor (EOA), Military S it), Senior Drill Sergea	o), Master C uniner), CTC urety Team or Training Group Leader Research tion (RDTE) NCO, e Brigade (SFAB) t Inspector desponse al Opportunity cience Instructor
Military Training	Air Assault, Basic Airborne Course		ault, Basic Airborr	DC), Ci Recrui Course Resilie (UPL), Sanita	Gunner, Battle Staff, ommon Faculty Develo ing School, SHARP, Ec , Ranger School, Jump ncy Trainer School, Ra Master Driver Unit Ar cion, Applied Suicide Intives Training,	opment - Instructor C qual Opportunity Adv o Master, Pathfinder, ppel Master, Airborr mor Course, Unit Mo	Course (CFD-IC), Drill visor School, Equal O _l Master Fitness Scho ne, Air Assault, Unit F ovement Officer (UM	Sergeant School, oportunity Leader ol, Master revention Leader O), Field



<u>MOS 13B</u>



A cannon crewmember is an important contributor to the Army's success on the battlefield. Artillery teams are used to support infantry and tank units in combat, but also have responsibilities during peacetime. Cannon crewmember work on cannons known as howitzers, a heavy artillery machine piece with single-barrel firing capability.

Most-qualified looks like:

SSG: Howitzer Section Chief with MQ rating and or highly enumerated ranking or received HQ rating at the next higher level (grade), or at the next higher echelon (BN, BDE, DIVARTY).

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 60 or more college semester hours or a degree.

SFC: Platoon Sergeant with MQ rating and or highly enumerated ranking or received HQ rating at the next higher level (grade), or at the next higher echelon (BDE, DIVARTY). Brigade or Divarty MG with MQ rating.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 75 or more college semester hours or a degree.

Highly qualified looks like:

SSG: Howitzer Section Chief with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Commandant's List at PME and functional courses. 30 or more college semester hours.

SFC: As a Platoon Sergeant with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



<u>MOS 13B</u>



ASSIGNMENTS (Broadening and Generating)

SSG: Recruiter, FA O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Drill Sergeant, Instructor, Research Develop Test and Evaluation (RDTE) NCO, Security Forces Assistance Brigade (SFAB) Section Chief, Small Group Leader (SGL), Training Developer, and Squad Leader (WTB).

SFC: Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), Master Gunner, Senior Training Developer, TAC NCO, Senior Small Group Leader (SSGL), Senior Instructor, Research Develop Test and Evaluation (RDTE) NCO, Security Forces Assistance Brigade (SFAB) Master Gunner, Assistant Inspector General, Sexual Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), Senior Drill Sergeant, and Recruiter.

TRAINING

Most-qualified looks like:

SSG: Four or more of the following courses: Recruiter, Drill Sergeant School, Rappel Master, Air Assault School, ASIST/Gatekeeper Course, Basic Airborne Course, Tactical Combatives Course Level II, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Drivers Course, Master Fitness Training Course, Master Resiliency Training Course, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP) Course, TC-AIMS II Unit Movement 1& II, TC-AIMS System Administrator/Database Administrator, and Unit Movement Officer.

SFC: Four or more of the following courses: FA Master Gunner Course, Drill Sergeant School, Rappel Master, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Tactical Combatives Course Level II, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Fitness Trainer Course, Master Resiliency Trainer Course, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC)Security Managers Course, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP) Course, SEJPME II, TC- AIMS II, and Unit Movement Officer II.

Highly qualified looks like:

SSG: Three of the schools listed in Most-qualified.

SFC: Three of the schools listed in Most-qualified.

OTHER INDICATIORS

Most-qualified looks like:

SSG: Gold Badge Recruiter, Expert Soldier Badge (ESB), Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, Best Warrior Competition, Best Squad Competition winner, Instructor Badge.

SFC: Gold Badge Recruiter, Expert Soldier Badge (ESB), Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, and Senior Instructor Badge.

13F Talent Development Model

Years of	2 4	6	8 10	12 14 16
Service				11. 10
				A
	*			
Key	Fire Support	Forward Observer	Fire Support Sergeant	Fire Support Sergeant
Development Position	Specialist		(Company Level)	(BN or BDE Level)
Military/ Civilian	DLC 1	DLC 2	DLC 3	DLC 4
Education	WLC	ALC	SLC	MLC
		60 SH or equivalent		75 SH or equivalent
Operational		Targeting NCO, Fire Support	Targeting NCO, Effects NCO, Fire Support	Targeting NCO, Effects NCO, Fire Support
Assignments		Sergeant.	Sergeant (outside of Company level KD position).	Sergeant (outside of BN/BDE KD position), Intelligence Sergeant, and Operations Sergeant (at the Division or higher echelon).
Broadening	N/A	Security Forces Assistance	CTC (Observer/Controller), AC/RC	CTC (Observer/Controller), AC/RC
Assignments		Brigade (SFAB), Fire Support NCO, and Weaponeering NCO.	(Observer/Controller/Trainer), Drill Sergeant, Recruiter, Instructor, Research, Development, Test & Evaluation (RTDE) NCO, Security Force Assistance Brigade (SFAB) Fire Support NCO and Fire Support Sergeant, Training and Developer.	Coordination Detachment (BCD) Fire Support Sergeant, Career Management NCO, Career Advisor NCO, Ground Liaison Officer (GLO), Military Science Instructor (MSI), Operations NCO/Sergeant (IO Command), Security Force Assistance Brigade (SFAB) Fire Support NCO and Fire Support Sergeant, Research, Development, Test & Evaluation (RTDE) NCO, Instructor/Writer, Senior Drill Sergeant, Senior Small Group Leader (SSGL), Equal Opportunity Advisor (EOA), Sexual Harassment Response Coordinator (SARC), Sexual Harassment/Assault Response & Prevention (SHARP) NCO,
Military Training	Ranger School, Basic Airborne Course, Air Assault School, Joint Fires Observer (JFO) Course, Advanced Field Artillery Tactical Data System (AFATDS) Operator Course.	Ranger School, Basic Airborne Course, Air Assault School, Joint Fires Observer (JFO) Course, Advanced Field Artillery Tactical Data System (AFATDS) Operator Course, Collateral Damage Estimation (CDE) Course, Weaponeering, Target Mensuration Only (TMO) Course	(JFO) Course, Advanced Field Artillery Tactical Data System (AFATDS) Operator Course, Fire Support Vehicle and Mission Equipment Package (MEP) Course, Joint Firepower Control (JFC) Course, Joint Operational Fires and Effects Course	Ranger School, Basic Airborne Course, Air Assault School, Joint Fires Observer (JFO) Course, Advanced Field Artillery Tactical Data System (AFATDS) Operator Course, Fire Support Vehicle and Mission Equipment Package (MEP) Course, Joint Firepower Control (JFC) Course, Joint Operational Fires and Effects Course (JOFEC), Equal Opportunity Leaders Course (EOLC), Master Fitness Trainer (MFT), Master Resiliency Trainer (MRT), Sexual Harassment/Assault Response and Prevention (SHARP),Battle Staff NCO Course, Collateral Damage Estimation (CDE) Course, Weaponeering, Target Mensuration Only (TMO) Course, Tactical Air Operations Course, Instructor/Writer Course.



MOS 13F



The Joint Fire Support Specialist serves, leads, or supervises as a member of a Fire Support Team (FIST) or Fire Support Element (FSE) that integrates Artillery, Mortars, Army Attack Aviation (AAA) and Close Air Support (CAS) in support of combined arms maneuver.

Most-qualified looks like:

SSG: Fire Support Sergeant (CO level) with MQ rating and highly enumerated ranking and selected to serve as a Fire Support Sergeant (BN or BDE level) or in a SFC position.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements

Distinguished Honor Graduate at PME and functional courses. 60 or more college semester hours.

SFC: Fire Support Sergeant (BN or BDE level) with MQ rating and highly enumerated ranking, and selected to serve as a First Sergeant or in a MSG position. Brigade or Divarty MG with MQ rating.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 75 or more college semester hours.

Highly-qualified looks like:

SSG: Fire Support Sergeant (CO level) with HQ rating and midlevel numerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Commandant's List at PME and functional courses. 30 or more college semester hours.

SFC: Fire Support Sergeant (BN or BDE level) with HQ rating and midlevel numerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



MOS 13F



ASSIGNMENTS (Broadening and Generating)

SSG: Recruiter, FA O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Training Developer, Fire Support Sergeant (Cyber Warfare Section), Training Specialist (FA BOLC), Small Group Leader (SGL), Instructor, Fire Support Sergeant/Fire Support NCO, Research Training Development and Evaluation (RTDE) NCO, Test and Evaluation NCO, Drill Sergeant.

SFC: Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), Master Gunner, FA O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Master Gunner, Senior Training Developer, TAC NCO (USMA), Senior Small Group Leader (SSGL), Battlefield Coordination Detachment (BCD), Ground Liaison Officer (GLO), Senior Cyber Observer/Controller NCO, Senior Instructor, Research Training Development and Evaluation (RTDE) NCO, Security Forces Assistance Brigade (SFAB), Operations Sergeant/NCO (IO Command), Fire Support Sergeant/NCO, Assistant Inspector General, Sexual Harassment Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), Senior Drill Sergeant, Senior Recruiter.

TRAINING

Most-qualified looks like:

SSG: Four or more of the following courses: Recruiter, Drill Sergeant School, Joint Firepower Control Course (JFC), Collateral Damage Estimation (CDE), Target Mensuration Only (TMO), Weaponeering, Fire Support Vehicle and Mission Equipment Package (MEP) Course, Joint Fires Observer (JFO), Special Operations Terminal Attack Controller Course (SOTAC), Ranger School, Battle Staff, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiter School, Equal Opportunity Leader School, Master Fitness Trainer Course, Master Resiliency Trainer Course, Jumpmaster School, Basic Airborne Course, Air Assault School, Rappel Master.

SFC: Four or more of the following courses: Drill Sergeant School, FA Master Gunner Course, Joint Targeting School, Joint Operational Fires and Effects Course, Joint Firepower Control Course (JFC), Collateral Damage Estimation (CDE), Target Mensuration Only (TMO), Weaponeering, Fire Support Vehicle and Mission Equipment Package (MEP) Course, Joint Fires Observer (JFO), Special Operations Terminal Attack Controller Course (SOTAC), Ranger School, Battle Staff NCO Course, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiter School, Sexual Harassment/Assault Response & Prevention (SHARP) Course, Equal Opportunity Leader Course (EOLC), Master Fitness Trainer Course, Master Resiliency Trainer Course, Jumpmaster School, Basic Airborne Course, Air Assault School, Rappel Master.

Highly qualified looks like:

SSG: Three of the schools listed in Most-qualified. **SFC:** Three of the schools listed in Most-qualified



MOS 13F



OTHER INDICATIORS

Most-qualified looks like:

SSG: Gold Badge Recruiter, Instructor Badge, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, Expert Soldier Badge (ESB), Best Warrior Competition, Best Squad Competition.

SFC: Senior Instructor Badge, Gold Badge Recruiter, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, Expert Soldier Badge (ESB).

13J Talent Development Model

Years of Service	2	4	6 8	1	0	12	14	16		
	•)						
Key Development Position	Tactical Data System Operator Liaison Specialist Vehicle Driver	Fire Control Serge	ant Fi	re Control NCO (PLT,	A Company of the Comp		Sr. Fire Control NCO (BN) Battery Operations Sergeant			
Military/ Civilian Education	WLC	DLC 2		SLC		DLC 4				
		60 SH or	equivalent			75 SH or equivalent				
Operational Assignments	Tactical Data System Operator Liaison Specialist Vehicle Driver	Fire Control Serge	D	re Control NCO (PLT, VARTY) aison Sergeant	BTRY, BN, BDE,		trol NCO (BN, BDE, erations Sergeant Sergeant	DIVARTY)		
Broadening Assignments	N/A	N/A	O (C D In Ex	FABN FDC OC/T, FABN HIMARS/MLRS OC/T (Observer/Controller), Training Developer, Small Group Leader (SGL), Instructor, Research Develop Test and Evaluation (RDTE) NCO, Security Forces Assistance Brigade (SFAB) Fire Control NCO, Drill Sergeant, and Recruiter		Managemei Gunner Inst (Observer/C OC/T (Obse FABN HIMA Training De Developer, Leader (SSG Develop Tes Security For Senior Fire Inspector G Response C Opportunity Science Inst	sor NCO (HRC), Carret NCO (FAPO), Marructor, CTC Controller), FABN BI rver/Controller/Tra RS/MLRS OC/T, Sur veloper, Senior Tra TAC NCO, Senior Instructo it, Senior Instructo it and Evaluation (Rices Assistance Brigg Control Sergeant, Aeneral, Sexual Assa coordinator (SARC), Advisor (EOA), Milructor (MSI), Senion de Recruiter.	N FDC NCO iner), ety Team ining nall Group r, Research DTE) NCO, ade (SFAB) ssistant ult Equal		
Military Training	Unit Armor Course, Field Sanitation Applied Suicide Intervention Skills Training (ASIST), Combat Lifesaver (CLS), Combatives Training,	Course (CFD-DC), (Harassment/Assau Ranger School, Jur Rappel Master, Ba	Common Faculty Dev ult Response & Prever npmaster School, Pat sic Airborne Course, Course (UMO), Field	Digital Master Gunner elopment - Instructor ntion (SHARP), Equal chfinder School, Mast Air Assault, Unit Prevo Sanitation, Applied S	Course (CFD-IC), Dri Opportunity Advisor er Fitness Trainer Co ention Leader (UPL),	II Sergeant Sch School, Equal urse, Master F Master Driver	nool, Recruiting Sch Opportunity Leader Resiliency Trainer Co Unit Armor Course	ool, Sexual r Course, ourse, , Unit		



MOS 13J



The Fire Control Specialist employs automated computer-based systems used in all U.S. Army echelons across multiple weapon systems and formations in order to facilitate the delivery and integration of joint fires in support of combat operations.

Most-qualified looks like:

SSG: Fire Control NCO at Platoon or Battery level with MQ rating and or highly enumerated ranking and or received HQ rating at the next higher level (grade), or at the next higher echelon (BN, BDE, DIVARTY).

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 60 or more college semester hours.

SFC: Senior Fire Control NCO at BN level or Battery Operations Sergeant with MQ rating and or highly enumerated ranking and or received HQ rating at the next higher level (grade), or at the next higher echelon (BDE, DIVARTY). Brigade or Divarty MG with MQ rating.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 75 or more college semester hours.

Highly-qualified looks like

SSG: Fire Control NCO at the Platoon or Battery Level with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Commandant's List at PME and functional courses. 30 or more college semester hours.

SFC: Senior Fire Control NCO at the BN Level or Battery Operations Sergeant with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



MOS 13J



ASSIGNMENTS (Broadening and Generating)

SSG: Recruiter, FABN FDC O/C/T (Observer/Controller/Trainer), FABN HIMARS/MLRS O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Training Developer, Small Group Leader (SGL), Instructor, Research Develop Test and Evaluation (RDTE) NCO, Security Forces Assistance Brigade (SFAB) Fire Control NCO, and Drill Sergeant.

SFC: Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), Master Gunner, CTC O/C (Observer/Controller), FABN BN FDC NCO O/C/T (Observer/Controller/Trainer), FABN HIMARS/MLRS O/C/T (Observer/Controller/Trainer), Strategic Fires Assurance Team (SFAT), Senior Training Developer, TAC NCO, Senior Small Group Leader (SSGL), Senior Instructor, Research Develop Test and Evaluation (RDTE) NCO, Security Forces Assistance Brigade (SFAB) Senior Fire Control Sergeant, Assistant Inspector General, Sexual Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), Senior Drill Sergeant, and Recruiter.

TRAINING

Most-qualified looks like:

SSG: Four or more of the following Courses: Recruiter, Drill Sergeant School, Mission Command Digital Master Gunner Course, Battle Staff NCO Course, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiting School, Equal Opportunity Leader Course (EOLC), Ranger School, Master Fitness Trainer Course, Master Resiliency Trainer School, Rappel Master, Basic Airborne Course, Air Assault School, Master Driver or Unit Movement Officer, ASIST/Gatekeeper Course, Jumpmaster School, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP) Course, Tactical Combatives Course Level II, TC-AIMS II Unit Movement I & II, TC-AIMS System Administrator/Database Administrator, and Unit Movement Officer.

SFC: Four or more of the following Courses: Recruiter, Drill Sergeant School, FA Master Gunner Course, Mission Command Digital Master Gunner Course, Battle Staff NCO Course, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiting School, Equal Opportunity Advisor School, Ranger School, Jumpmaster School, Pathfinder School, Master Fitness Trainer Course, Master Resiliency Trainer Course, Rappel Master, Basic Airborne Course, Air Assault School, Security Managers Course, Security Managers Orientation Course (SMOC), SEJPME II, Tactical Combatives Course Level II, TC-AIMS II, and Unit Movement Officer II Course.

Highly qualified looks like:

SSG: Three or more of the schools listed in Most-qualified. **SFC:** Three or more of the schools listed in Most-qualified.



MOS 13J



OTHER INDICATIORS

Most-qualified looks like:

SSG: Gold Badge Recruiter, Instructor Badge, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, MG Aubrey "Red" Newman Award, Expert Soldier Badge (ESB), Best Warrior Competition, Best Squad Competition.

SFC: Senior Instructor Badge, Gold Badge Recruiter, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, and Expert Soldier Badge (ESB).

13M Talent Development Model

Years of Service	2 4	6	8	10	12	14	16
		l					
Key Development Position		nner istant Section Chief	Launcher S Ammo Sec	ection Chief tion Chief	Platoon	Sergeant	
Military/ Civilian Education	DLC 1	DLC 2	DLC	SLC SLC	DLC 4	игс	
		60 SH or equivalent			75 SH or eq	uivalent	
Operational Assignments	SPLL Driver Ammo Specialist HEMTT Driver Vehicle Driver Reconnaissance SPC	Assistant Section Chief Gunner		cher Section Chief o Section Chief	Master Sergear Intellige Ammur	Sergeant Gunner/ Assistant at ence Sergeant aition NCO ons/ Counter Fire	
Broadening Assignments	N/A	Army Recruiter	Grou Train (Obse Resea	Sergeant, Army Recruiter p Leader (SGL), Instructo ing Developer, MLRS/HIN erver/Controller/Trainer) arch Develop Test and Ev E) NCO	r NCO, M MARS (MSI), E , (EOA), A aluation Senior I Instruct Group L Instruct Develop (Observ Assault and Res	Advisor, Career Ma illitary Science Inst qual Opportunity Assistant Inspector Orill Sergeant, Arm or Master Gunner Leader (SGL), Senio or/Writer, Senior oer, MLRS/HIMARS per, Controller/Trai Response Coordin learch Develop Tes ion (RDTE)	ructor Advisor General, y Recruiter, , Small r Fraining iner), Sexual ator (SARC),
Military Training	Air Assault School, Ammunition Handler Course, Basic Airborne Course, Basic Combatives Course Level I, Bus Drivers Course, Combat Lifesaver Course, Driver Training Course, Field Sanitation Course, Fuel Handler Course, Unit Rail/Air Loading Training Course. Applied Suicide Intervention Skills Training (ASIST).	CBRN Officer/NCO, Field Artillery Weapons, Comb Lifesaver Course, Unit Ar Course, CBRN Officer/NC Unit Armorer Course, Un Rail/Air Loading Training Course. Applied Suicide	Basic Equa II, (EOLurse, Fitne Resili Dat Mana morer Orier CO, Hara: it Preve	ssault School, Basic Airbose, Battle Staff NCO Cour I Opportunity Leaders Co C), Jumpmaster School, N ss Trainer (MFT), Master ency Trainer (MRT), Sec agers Course, Security Ma atation Course (SMOC), S ssment/Assault Response ention (SHARP), Tactical patives Course Level II, To m Administrator, Air Loa iter and Unit Movement Cose.	rine Air Assa se, Course, urse Equal O flaster (EOLC), Jumpm. urity Trainer anagers Trainer exual Course, e & Orienta Harassr C-AIMS Prevent d Combat Officer I System	ult School, Basic A Battle Staff NCO C pportunity Leader FA Master Gunner aster School, Mast (MFT), Master Res (MRT), Security M Security Manager tion Course (SMOC nent/Assault Resp cion (SHARP), Tacti cives Course Level Administrator, Air	course, s Course, er Fitness illiency anagers s C), Sexual onse & cal II, TC-AIMS Load



MOS 13M



A Multiple Launch Rocket System (MLRS) Crewmember is an important part of the Army's combat team. MLRS teams are used to support infantry and tank units while supplementing cannon artillery in combat, but they also have responsibilities during peacetime. The MLRS launches various missiles and ammunition in quick strikes during combat. The crewmembers are responsible for operating and maintaining the entire MLRS system.

Most-qualified looks like:

SSG: Section Chief with MQ rating and or highly enumerated ranking and or received HQ rating at the next higher level (grade), or at the next higher echelon.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 60 or more college semester hours.

SFC: Platoon Sergeant with MQ rating and or highly enumerated ranking and or received HQ rating at the next higher level (grade), or at the next higher echelon (BDE, DIVARTY). Brigade or Divarty MG with MQ rating.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 75 or more college semester hours.

Highly-qualified looks like:

SSG: Section Chief with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Commandant's List at PME and functional courses. 30 or more college semester hours.

SFC: Platoon Sergeant with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



MOS 13M



ASSIGNMENTS (Broadening and Generating)

SSG: Recruiter, FABN HIMARS/MLRS O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Training Developer, Small Group Leader (SGL), Instructor, Research Develop Test and Evaluation (RDTE) NCO, Fire Control NCO, and Drill Sergeant.

SFC: Recruiter, Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), Master Gunner, CTC O/C (Observer/Controller), FABN HIMARS/MLRS O/C/T (Observer/Controller/Trainer), Strategic Fires Assurance Team (SFAT), Senior Training Developer, Senior Small Group Leader (SSGL), Senior Instructor, Research Develop Test and Evaluation (RDTE) NCO, Assistant Inspector General, Sexual Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), and Senior Drill Sergeant.

TRAINING

Most-qualified looks like:

SSG: Four or more of the following: Recruiter, Drill Sergeant School, Air Assault School, ASIST/Gatekeeper Course, Basic Airborne Course, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Drivers Course, Master Fitness Trainer Course, Master Resiliency Training Course, Security Managers Orientation Course (SMOC), Sexual Harassment /Assault Response & Prevention (SHARP) Course, Tactical Combatives Course Level II, TC-AIMS II Unit Movement I & II, TC-AIMS System Administrator/Database Administrator, Air Load Planner, and Unit Movement Officer.

SFC: Four or more of the following: Recruiter, Drill Sergeant School, FA Master Gunner Course, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Tactical Combatives Course Level II, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Fitness Trainer Course, Master Resiliency Trainer Course, Security Managers Course, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP) Course, SEJPME II, TC-AIMS II, Air Load Planner, and Unit Movement Officer II.

Highly qualified looks like:

SSG: Three or more of the schools listed in Most-qualified. **SFC:** Three or more of the schools listed in Most-qualified.

OTHER INDICATIORS

Most-qualified looks like:

SSG: Gold Badge Recruiter, Instructor Badge, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, MG Aubrey "Red" Newman Award, Expert Soldier Badge (ESB), Best Warrior Competition, Best Squad Competition.

SFC: Senior Instructor Badge, Gold Badge Recruiter, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, MG Aubrey "Red" Newman Award, and Expert Soldier Badge (ESB).

13R Talent Development Model

Years of Service	2	4	6	8	10	0	12	14	16
	•								
Key Development Position	Weapons Locating Radar Specialist	Radar Team C	hief		Section Chief			Platoon Sergeant/	Counter Fire NCO
Military/ Civilian Education	DLC 1	DLC 2			DLC 3			DLC 4	
		60 SH o	r equivalent					75 SH or equivalent	
Operational Assignments	Weapons Locating Radar Specialist	Radar Team C	hief		Section Chief			Platoon Sergeant/ Intelligence SGT	Counter Fire NCO/
Broadening Assignments	N/A	N/A			CTC (Observer/Co (Observer/Contro Developer, Small Training Develop (SGL), Drill Serge Recruiter.	oller/Trainer), Ti Group Leader (er, Small Group	raining SGL), Leader	Advisor NCO (HRC (Observer/Control (Observer/Control Instructor, Researd Development and Operations Sergea Fire Support Serge Inspector General, Assault Response (er), AC/RC er/Trainer), Senior th Training Evaluation (RTDE) NCO, nt/NCO (IO Command), ant/NCO, Assistant Sexual Harassment Coordinator (SARC), Advisor (EOA), Military (MSI), Senior Drill
Military Training	Air Assault School, Ammunition Handler Course, Basic Airborne Course, Bus Drivers Course, Combat Lifesaver Course, Basic Combatives Course Level I, Driver Training Course, Miles Basic Course, Fuel Handler Course, Unit Armorer Course, Unit Mail Service Training Course, and Unit Rail/Air Loading Training.	Course, Equal Advisor (EOA), Course, Unit P Unit Rail/Air Lourse, Master Master Fitness Course, Master Training (MRT Jumpmaster S Managers Orio (SMOC), TC-Al Movement Of	ASIST/Gatekee, revention Leader pading Training or Drivers Courses Trainer (MFT) or Resiliency (Course, Chool, Security entation Couse MS II Unit ficer I, TC-AIMS istrator, and Un	per er,	Air Assault School Course, Basic Airl Combatives Cour Opportunity Lead Jumpmaster Scho Master Driver Co Trainer Course, M Course, Security Course (SMOC), S Harassment/Assa Prevention (SHAI Unit Movement of Administrator, an Officer.	borne Course, T rse Level II, Equa ders Course (EO) ool, Ranger Scho burse, Master Fit Master Resilienc Managers Orien Sexual ault Response & RP) Course, TC-AIN Officer I, TC-AIN	actical al LC), pol, eness y Training station MMS II IS System	Pathfinder, Battle Ranger School, Col Development - De DC), Common Facul Instructor Course (School, Recruiter S Harassment/Assau Prevention (SHARF Opportunity Leade Fitness Trainer Cou Trainer Course, Jun Rappel Master, Mi Master Gunner Co Managers Course, Orientation Course TC-AIMS II, Unit Ra Course and Unit M Course, Joint Fires Precision Strike Su	mmon Faculty veloper Course (CFD- ulty Development - CFD-IC), Drill Sergeant chool, Sexual It Response & ') Course, Equal r Course, Master urse, Master Resiliency npmaster School, ssion Command Digital urse, Security Security Managers e (SMOC), SEJPME II, il/Air Loading Training ovement Officer II Observer (JFO) Course, ite: Collateral Damage Target Mensuration



MOS 13R



The Weapons Locating Radar (WLR) specialist supports unified land operations (offensive, defensive, stability, and defense support of civil authorities) thru the tactical employment of Field Artillery heavy and light WLR within the Target Acquisition Platoon (TAP) in support of Field Artillery Brigades, DIVARTY, and Brigade Combat Teams.

Most-qualified looks like:

SSG: Section Chief with MQ rating and highly enumerated ranking or success Highly performed at the next higher level, or at the next higher echelon (BN, BDE, DIVARTY).

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 60 or more college semester hours

SFC: Platoon Sergeant with MQ rating and highly enumerated ranking, and selected to serve as a First Sergeant or in a MSG position. Brigade or Divarty MG with MQ rating.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate at PME and functional courses. 75 or more college semester hours.

Highly qualified looks like:

SSG: Section Chief with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Commandant's List at PME and functional courses. 30 or more college semester hours.

SFC: Platoon Sergeant with HQ rating and midlevel enumerated ranking.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.



<u>MOS 13R</u>



ASSIGNMENTS (Broadening and Generating)

SSG: Recruiter, CTC O/C (Observer/Controller), FA O/C/T (Observer/Controller/Trainer), Training Developer, Small Group Leader (SGL), Training Developer, Drill Sergeant, and Instructor.

SFC: Recruiter, Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), Master Gunner, CTC O/C (Observer/Controller), FA O/C/T (Observer/Controller/Trainer), Senior Instructor, Research Training Development and Evaluation (RTDE) NCO, Operations Sergeant/NCO (IO Command), Fire Support Sergeant/NCO, Assistant Inspector General, Sexual Harassment Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), Senior Drill Sergeant, Senior Recruiter.

TRAINING

Most-qualified looks like:

SSG: Four or more of the following courses: Recruiter, Drill Sergeant School, Air Assault School, ASIST/Gatekeeper Course, Basic Airborne Course, Tactical Combatives Course Level II, Equal opportunity Leaders Course (EOLC), Jumpmaster School, Master Driver Course, Master Fitness Trainer Course, Master Resiliency Training Course, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP) Course, TC-AIMS II Unit Movement Officer I, TC-AIMS Administrator, and Unit Movement Officer.

SFC: Four or more of the following courses: Recruiter, Drill Sergeant School, FA Master Gunner Course, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Common Faculty Development- Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiter School, Sexual Harassment/Assault Response & Prevention(SHARP) Course, Equal Opportunity Leader Course, Master Fitness Trainer Course, Master Resiliency Trainer Course, Jumpmaster School, Rappel Master, Mission Command Digital Master Gunner Course, Security Unit Managers Course, Security Managers Orientation Course (SMOC), SEJPME II, TC-AIMS II, Unit Rail/Air Loading Training Course and Movement Officer II Course, Precision Strike Suite, Collateral Damage Estimation (CDE), Target Mensuration Only (TMO), and Weaponeering.

Highly qualified looks like:

SSG: three of the schools listed in Most-qualified. **SFC**: three of the schools listed in Most-qualified.



MOS 13R



OTHER INDICATIORS

Most-qualified looks like:

SSG: Gold Badge Recruiter, Instructor Badge, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, Expert Soldier Badge (ESB), Best Warrior Competition, Best Squad Competition.

SFC: Senior Instructor Badge, Gold Badge Recruiter, Active Sergeant Audie Murphy Club (SAMC) or Sergeant Morales member, BDE/DIV NCO of the Month/Quarter/Year, Edmond L. Gruber Award, and Expert Soldier Badge (ESB).

13Z Talent Development Model

Years of Service	18	20	22	24	26	28	30
Key Development Position	Battery First Serg	geant	ВІ	N/BDE CSM			
Military/ Civilian Education	DLC 5	IC	DLC 6	Nom			
	120	SH or equivalent			Civilian Degree Comple	ete	
Operational Assignments	First Sergeant Operations NCO			N/BDE CSM perations Sergeant Majo	or		
Broadening Assignments	Management NC Science Instructo (Observer/Contro Assistance Brigad Operations Serge General, Equal O (EOA), Senior Inst	nagement NCO (HR O (FAPO), Senior Mi or (MSI), CTC Assignr oller/Trainer), Secur de (SFAB) First Serge eant, Assistant Inspe pportunity Advisor I tructor/Writer, Seni O CMD OPS Sergean	litary Director nent Test Di ity Forces NCO, a ant or ctor nstructor or Training	or, CTC-OC/T, JOINT bille	MA Instructor, USAMA BI its, MPEP, DOTD, SFAB CS iM, Chief Career Manage	SM,	
Military Training	0 / 11	Master, Air Assault So Battle Staff NCO Co nd SEJPME II.	,	School, Keystone Cours	se, CSM/SGM Force Mana	agement Course, SEJPME II	, and Fires



MOS 13Z



FA senior sergeant leads in the fire support, operations/intelligence, and target acquisition activities in a field artillery battalion, brigade, division artillery, or corps artillery. Other major duties are leading soldiers performing duties in field artillery MOS performs principal duties for SQI "M". Leads soldiers performing duties in field artillery MOS. Leads and supervises the operation of the unit command post in accordance with directives. Leads, supervises, and participates in coordination and implementation of cannon, missile, rocket, or target acquisition operations, training programs, administrative matters, and communication activities, providing tactical and technical guidance to subordinates, and professional support to lower and higher grade soldiers in the accomplishment of their duties. Monitors, inspects, and evaluates FA training programs.

Most-qualified looks like:

MSG: Battery First Sergeant (Force Generating or Operational) and 12 months or more as HHB BDE/DIVARTY First Sergeant, or nominative level First Sergeant position.

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Distinguished Honor Graduate, Honor Graduate, Bachelor's Degree; SEJPME II.

CSM/SGM: N/A

ACFT Score 540 or above, with a score of 90 in each event and meets AR 600-9 requirements.

Master's Degree

Highly qualified looks like:

MSG: Battery First Sergeant (Force Generating or Operational) or 12 months as Battery First Sergeant and 12 months Operations Sergeant.

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Exceeded MLC Course Standards, Commandant's List, Associate's Degree.

CSM/SGM: N/A

ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

Bachelor's Degree; Working towards Master's Degree.



MOS 13Z



ASSIGNMENTS (Broadening and Generating)

MSG: Career Management NCO (FAPO), Senior Talent Management NCO (HRC), Senior Military Science Instructor (SMSI), FA CTC O/C/T(Observer/Controller/Trainer), Security Forces Assistance Brigade (SFAB) First Sergeant or Operations Sergeant, Assistant Inspector General, Equal Opportunity Advisor Instructor (EOA), Senior Instructor/Writer, Senior Training Developer, and IO CMD OPS Sergeant.

CSM/SGM: Army Staff Fellowships, USASMA Instructor, USAMA BLC Director, CTC-OC/T, JOINT billets, MPED, DOTD, SFAB CSM, Test Directorate SGM, CDID SGM, Chief Career Management NCO, and CMF SGM.

TRAINING

Most-qualified looks like:

MSG: Ranger School, Rappel Master, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Jumpmaster School, and SEJPME I.

CSM/SGM: Ranger School, Keystone Course, CSM/SGM Force Management Course, and Fires PCC.

Highly qualified looks like:

MSG: Complete the appropriate level of Distributed Leaders Course (DLC) in order to meet the prerequisites for attendance at specified NCOPDS.

CSM/SGM: Complete the appropriate level of Distributed Leader Course (DLC) in order to meet the prerequisites for attendance at specified NCOPDS.

OTHER INDICATIORS

Most-qualified looks like:

MSG: Active Sergeant Audie Murphy (SAMC) or Sergeant Morales member; Edmond L. Gruber Award, and MG Aubrey "Red" Newman Award.

CSM/SGM: Active Sergeant Audie Murphy (SAMC) or Sergeant Morales member; Edmond L. Gruber Award, and MG Aubrey "Red" Newman Award.



MOS 13Z



TRAINING

Most-qualified looks like:

MSG: Ranger School, Rappel Master, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Jumpmaster School, and SEJPME II.

CSM/SGM: Ranger School, Keystone Course, CSM/SGM Force Management Course, SEJPME II, and Fires PCC.

Highly qualified looks like:

MSG: Complete the appropriate level of Distributed Leaders Course (DLC) in order to meet the prerequisites for attendance at specified NCOPDS.

CSM/SGM: Complete the appropriate level of Distributed Leader Course (DLC) in order to meet the prerequisites for attendance at specified NCOPDS.

OTHER INDICATIORS

Most-qualified looks like:

MSG: Active Sergeant Audie Murphy (SAMC) or Sergeant Morales member within 12 months of boards; and Edmond L. Gruber Award.

CSM/SGM: Active Sergeant Audie Murphy (SAMC) or Sergeant Morales member within 12 months of boards; and Edmond L. Gruber Award.