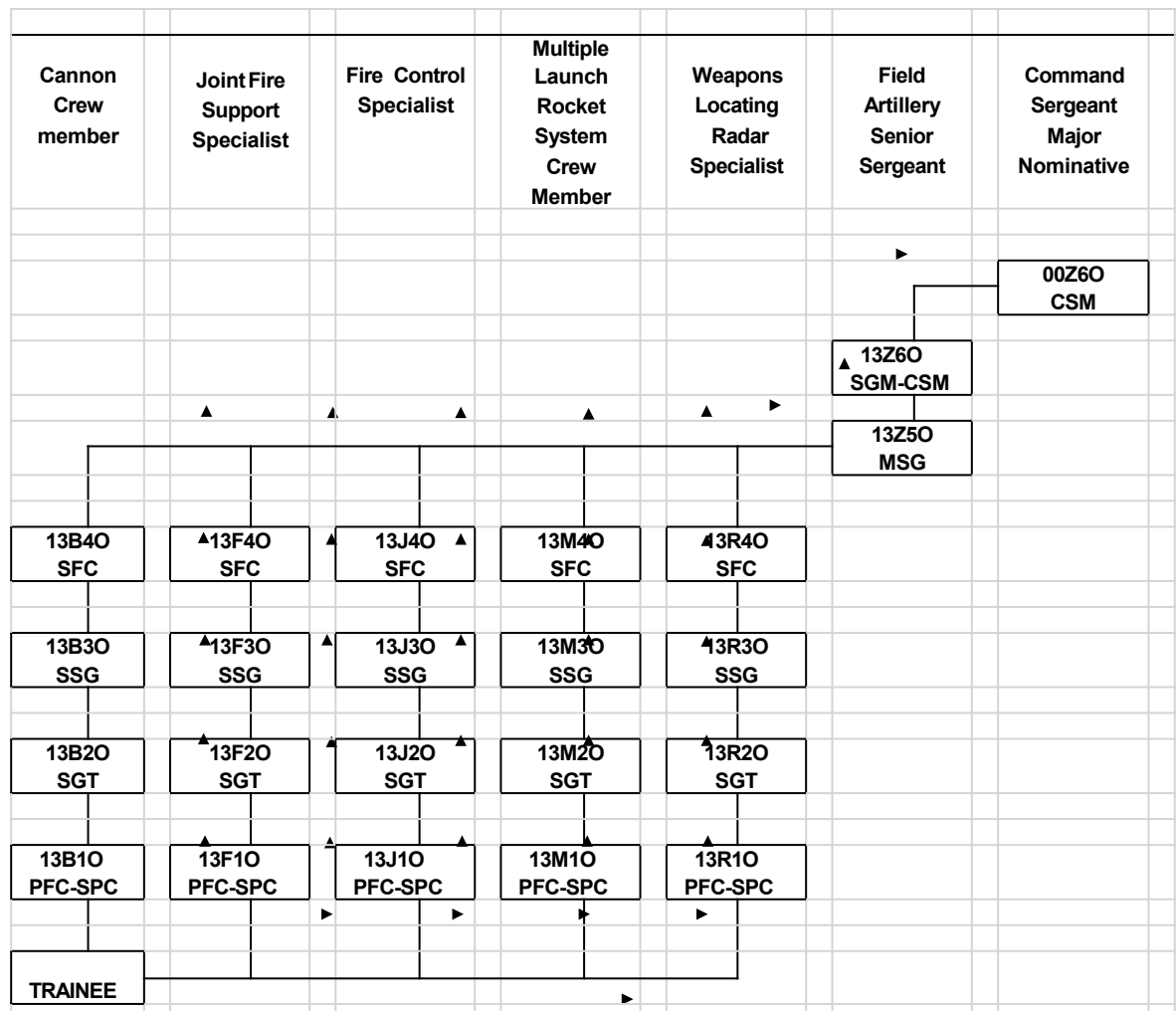




U.S. ARMY





CMF 13 Progression Chart



SUBSTITUTABILITY: NONE.

Line of normal progression.

13B Talent Development Model

Years of Service	2	4	6	8	10	12	14	16
								
Key Development Position	Gunner Ammo Team Chief		Gunner Ammo Team Chief		Howitzer Section Chief		Platoon Sergeant	
Military/Civilian Education	DLC 1	DLC 2		DLC 3		DLC 4		
	WLC	ALC		SLC		MLC		
	60 SH or equivalent					75 SH or equivalent		
Operational Assignments		Gunner/ Ammo Team Chief Ammunition Sergeant Field Artillery Weapon Mechanic		Howitzer Section Chief Ammunition Section Chief Gunnery SGT (SSG Position ABCT Only)		Platoon Sergeant Gunnery Sergeant Operations Sergeant Master Gunner Intelligence Sergeant Ammunition NCO		
Broadening Assignments	N/A	N/A	AC/RC (Observer/Controller/Trainer), CTC (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		Career Advisor NCO (HRC), Career Management NCO (FAPO), Master Gunner Instructor, AC/RC (Observer/Controller/Trainer), CTC (Observer/Controller), Surety Team Training Developer, Senior Training Developer, 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			
Military Training	Air Assault, Basic Airborne Course	Air Assault, Basic Airborne Course		Master Gunner, Battle Staff, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiting School, SHARP, Equal Opportunity Advisor School, Equal Opportunity Leader Course, Ranger School, Jump Master, Pathfinder, Master Fitness School, Master Resiliency Trainer School, Rappel Master, Airborne, Air Assault, Unit Prevention Leader (UPL), Master Driver Unit Armor Course, Unit Movement Officer (UMO), Field Sanitation, Applied Suicide Intervention Skills Training (ASIST), Combat Lifesaver (CLS), Combatives Training,				



MOS 13B



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.

Commandant's List at PME and functional courses. 40 or more college semester hours.



MOS 13B



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 INDICATIONS

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 Service	2	4	6	8	10	12	14	16	
									
Key Development Position	Fire Support Specialist		Forward Observer		Fire Support Sergeant (Company Level)		Fire Support Sergeant (BN or BDE Level)		
Military/Civilian Education	DLC 1		DLC 2		DLC 3		DLC 4		
	WLC		ALC		SLC		MLC		
	60 SH or equivalent					75 SH or equivalent			
Operational Assignments			Targeting NCO, Fire Support Sergeant.		Targeting NCO, Effects NCO, Fire Support Sergeant (outside of Company level KD position).		Targeting NCO, Effects NCO, Fire Support Sergeant (outside of BN/BDE KD position), Intelligence Sergeant, and Operations Sergeant (at the Division or higher echelon).		
Broadening Assignments	N/A		Security Forces Assistance Brigade (SFAB), Fire Support NCO, and Weaponneering NCO.		CTC (Observer/Controller), AC/RC (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.		CTC (Observer/Controller), AC/RC (Observer/Controller/Trainer), Asymmetric Warfare Group, Battlefield 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, Weaponneering, Target Mensuration Only (TMO) 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, Weaponneering, Target Mensuration Only (TMO) Course, Tactical Air Operations Course, Instructor/Writer 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, Weaponneering, 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.

Commandant's List at PME and functional courses. 40 or more college semester hours.



U.S. ARMY

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), Weaponneering, 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), Weaponneering, 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














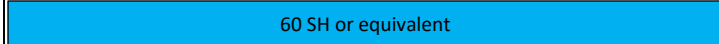
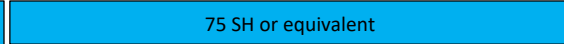
OTHER INDICATIONS

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	10	12	14	16
								
Key Development Position	Tactical Data System Operator Liaison Specialist Vehicle Driver	Fire Control Sergeant		Fire Control NCO (PLT, BTRY)		Sr. Fire Control NCO (BN) Battery Operations Sergeant		
Military/ Civilian Education		 		 		 		
								
Operational Assignments	Tactical Data System Operator Liaison Specialist Vehicle Driver	Fire Control Sergeant		Fire Control NCO (PLT, BTRY, BN, BDE, DIVARTY) Liaison Sergeant		Sr. Fire Control NCO (BN, BDE, DIVARTY) Battery Operations Sergeant Intelligence Sergeant		
Broadening Assignments	N/A	N/A		FABN FDC OC/T, FABN HIMARS/MLRS OC/T (Observer/Controller/Trainer), CTC (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		Career Advisor NCO (HRC), Career Management NCO (FAPO), Master Gunner Instructor, CTC (Observer/Controller), FABN BN FDC NCO OC/T (Observer/Controller/Trainer), FABN HIMARS/MLRS OC/T, Surety Team Training Developer, 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.		
Military Training	Unit Armor Course, Field Sanitation Applied Suicide Intervention Skills Training (ASIST), Combat Lifesaver (CLS), Combatives Training,	FA Master Gunner, Mission Command Digital Master Gunner Course, Battle Staff, Common Faculty Development - Developer Course (CFD-DC), Common Faculty Development - Instructor Course (CFD-IC), Drill Sergeant School, Recruiting School, Sexual Harassment/Assault Response & Prevention (SHARP), Equal Opportunity Advisor School, Equal Opportunity Leader Course, Ranger School, Jumpmaster School, Pathfinder School, Master Fitness Trainer Course, Master Resiliency Trainer Course, Rappel Master, Basic Airborne Course, Air Assault, Unit Prevention Leader (UPL), Master Driver Unit Armor Course, Unit Movement Officer Course (UMO), Field Sanitation, Applied Suicide Intervention Skills Training (ASIST), Combat Lifesaver (CLS), Combatives Training.						



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.

Commandant's List at PME and functional courses. 40 or more college semester hours.



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 INDICATIONS

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
								
Key Development Position	SPLL Driver Ammo SPC HEMTT Driver Vehicle Driver Recon SPC	Gunner Assistant Section Chief		Launcher Section Chief Ammo Section Chief		Platoon Sergeant		
Military/ Civilian Education	DLC 1 BLC	DLC 2 ALC		DLC 3 SLC		DLC 4 MLC		
	60 SH or equivalent					75 SH or equivalent		
Operational Assignments	SPLL Driver Ammo Specialist HEMTT Driver Vehicle Driver Reconnaissance SPC	Assistant Section Chief Gunner		Launcher Section Chief Ammo Section Chief		Platoon Sergeant Master Gunner/ Assistant Operations Sergeant Intelligence Sergeant Ammunition NCO Operations/ Counter Fire NCO		
Broadening Assignments	N/A	Army Recruiter		Drill Sergeant, Army Recruiter, Small Group Leader (SGL), Instructor Training Developer, MLRS/HIMARS (Observer/Controller/Trainer), Research Develop Test and Evaluation (RDTE) NCO		Career Advisor, Career Management NCO, Military Science Instructor (MSI), Equal Opportunity Advisor (EOA), Assistant Inspector General, Senior Drill Sergeant, Army Recruiter, Instructor Master Gunner, Small Group Leader (SGL), Senior Instructor/Writer, Senior Training Developer, MLRS/HIMARS (Observer/Controller/Trainer), Sexual Assault Response Coordinator (SARC), and Research Develop Test and Evaluation (RDTE)		
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).	Air Assault School, Basic Airborne Course, Unit Prevention Leader (UPL), Basic Combatives Course Level I, Ammunition Handler Course, CBRN Officer/NCO, Field Artillery Weapons, Combat Lifesaver Course, Unit Armorer Course, Unit Rail/Air Loading Training Course. Applied Suicide Intervention Skills Training (ASIST).		Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Fitness Trainer (MFT), Master Resiliency Trainer (MRT), Security Managers Course, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP), Tactical Combatives Course Level II, TC-AIMS System Administrator, Air Load Planner and Unit Movement Officer I Course.		Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Equal Opportunity Leaders Course (EOLC), FA Master Gunner Course, Jumpmaster School, Master Fitness Trainer (MFT), Master Resiliency Trainer (MRT), Security Managers Course, Security Managers Orientation Course (SMOC), Sexual Harassment/Assault Response & Prevention (SHARP), Tactical Combatives Course Level II, TC-AIMS System Administrator, Air Load Planner and Unit Movement Officer II Course.		



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.

Commandant's List at PME and functional courses. 40 or more college semester hours.



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 INDICATORS

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	12	14	16
								
Key Development Position	Weapons Locating Radar Specialist		Radar Team Chief		Section Chief		Platoon Sergeant/ Counter Fire NCO	
Military/ Civilian Education	DLC 1	DLC 2		DLC 3		DLC 4		
	WLC	ALC		SLC		MLC		
	60 SH or equivalent					75 SH or equivalent		
Operational Assignments	Weapons Locating Radar Specialist		Radar Team Chief		Section Chief		Platoon Sergeant/ Counter Fire NCO/ Intelligence SGT	
Broadening Assignments	N/A		N/A		CTC (Observer/Controller), AC/RC (Observer/Controller/Trainer), Training Developer, Small Group Leader (SGL), Training Developer, Small Group Leader (SGL), Drill Sergeant, Instructor, and Recruiter.		Career Management NCO (FAPO), Career Advisor NCO (HRC), CTC (Observer/Controller), AC/RC (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, and Senior Recruiter.	
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.		Air Assault School, Basic Airborne Course, Equal Opportunity Advisor (EOA), ASIST/Gatekeeper Course, Unit Prevention Leader, Unit Rail/Air Loading Training Course, Master Drivers Course, Master Fitness Trainer (MFT) Course, Master Resiliency Training (MRT) Course, Jumpmaster School, Security Managers Orientation Course (SMOC), TC-AIMS II Unit Movement Officer I, TC-AIMS System Administrator, and Unit Movement Officer.		Air Assault School, ASIST/Gatekeeper Course, Basic Airborne Course, Tactical Combatives Course Level II, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Ranger 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 System Administrator, and Unit Movement Officer.		Air Assault School, Basic Airborne Course, Pathfinder, Battle Staff NCO Course, Ranger School, 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 Managers Course, Security Managers Orientation Course (SMOC), SEJPME II, TC-AIMS II, Unit Rail/Air Loading Training Course and Unit Movement Officer II Course, Joint Fires Observer (JFO) Course, Precision Strike Suite: Collateral Damage Estimation (CDE), Target Mensuration Only (TMO), and Weaponneering	



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.

Commandant's List at PME and functional courses. 40 or more college semester hours.



MOS 13R



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 Weaponneering.

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 INDICATIONS

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 Sergeant			BN/BDE CSM			
Military/Civilian Education	DLC 5		DLC 6				
	SMC		Nom				
	120 SH or equivalent			Civilian Degree Complete			
Operational Assignments	First Sergeant Operations NCO			BN/BDE CSM Operations Sergeant Major			
Broadening Assignments	Senior Talent Management NCO (HRC), Career Management NCO (FAPO), Senior Military Science Instructor (MSI), CTC Assignment (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.			Army Staff, Fellowships, USASMA Instructor, USAMA BLC Director, CTC-OC/T, JOINT billets, MPEP, DOTD, SFAB CSM, Test Directorate SGM, CDID SGM, Chief Career Management NCO, and CMF SGM.			
Military Training	Ranger, Rappel Master, Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Jump Master School, and SEJPME II.			Ranger School, Keystone Course, CSM/SGM Force Management Course, SEJPME II, and Fires PCC.			



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 SQL "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 INDICATORS

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 INDICATIONS

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.