

## **Field Artillery (CMF 13) Career Progression Plan**

### **Chapter 1. Duties**

The mission of the Field Artillery is to destroy, neutralize, or suppress the enemy by cannon, rocket, and missile fire and to help integrate all lethal and nonlethal fires support assets into Multi Domain Operations (MDO). Field Artillery NCOs serve in every Multi Domain formation and a multitude of Special Mission Units (SMU) across the United States Army. They work in Infantry, Armor, Aviation, and Special Mission Units at all echelons to coordinate, synchronize, and integrate Army, Joint (Air Force, Navy, and Marine), and Multinational assets to create effects on targets. They lead Soldiers committed to providing precision and area fire effects to ensure synchronized, integrated, and effective fires that enable the maneuver commander to seize, retain, and exploit the initiative. Field Artillery NCOs must be proficient in the Army's two core competencies: Combined Arms Maneuver (CAM) and Wide Area Security (WAS). Field Artillery NCOs are valued as leaders and trainers of high character who are physically fit, technical, and tactical experts developed from a balanced combination of institutional schooling, self-development, realistic training, and professional experience. FA NCOs serve in the most demanding positions in the Field Artillery and across the Army.

### **Chapter 2. Transformation**

The Field Artillery requires Soldiers who are leaders of high character, mentally and physically disciplined, resilient, and well-versed in FA and multi domain operations as well as tactics, techniques, and procedures. They are warriors who possess the moral, intellectual, and interpersonal characteristics that enable organizational and individual success. They must be grounded in the Army Profession and demonstrate the Army Values and the Warrior Ethos in all that they do. Both the Army and the Field Artillery Branch value a broadened leader with experience serving in both operating and generating force assignments. All leadership positions are considered equal, whether they are in the Operating or Generating Forces and must be an actual authorized position on the MTOE or TDA document.

Promotion consideration should be based solely on overall performance. For example, instructors are considered based on their performance as an instructor. Drill Sergeants are considered based on their performance as a Drill Sergeant. The type of instructor and duty station are not considered when promoting an NCO. Field Artillery Soldiers must be the experts in the employment of all Field Artillery indirect fire systems and in the coordination, synchronization, and integration of Army and Joint fires. The Field Artillery is a physically and mentally demanding Career Management Field that requires leaders and Soldiers to maintain a high level of personal fitness and readiness. The goal of the FA branch is to grow experts who are technically, tactically, and morally prepared to lead Soldiers in combat. The FA Soldier will serve in several key developmental positions as they progress through their careers to develop tactical and technical expertise in multi domain operations, and a firm grounding in FA Operations. There is no substitute for service in key leadership positions or broadening assignments. The FA MOS Professional Development Model (PDM) exists to enable the best possible decisions for the development of each Soldier within their MOS. The goal of the FA MOS PDM is to provide the FA Soldier at each level, a series of Key Developmental and operational broadening positions, supplemented by opportunities to round out their knowledge in generating force assignments, to demonstrate potential for positions of leadership at higher levels. The model is designed as a "career map" to prepare Soldiers from the branch to excel at the platoon, battery, battalion, and higher-level leadership positions. Experienced leadership at these levels enables planning, coordination, and integrating fire support for our maneuver counterparts.

### **Chapter 3. Recommended career management self-development by rank**

#### ***a. Private E-1– Specialist/Corporal***

(1) The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will strive to master MOS competency and leadership skills while possessing the practical knowledge and ambition to put them to effective use.

(2) Soldiers should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: ADP 1, ADP 6-22, STP 21–1SMCT, FM 7-22, AR 670–1, DA PAM 670-1, and all 10 level technical manuals associated with their equipment. Military publications can be accessed through the Army Publishing Directorate (APD) at <http://www.apd.army.mil/>.

(3) Field Artillery Soldiers should make every effort to expand their civilian education. Education requirements vary at each level a Soldier progresses to throughout their career. Focus should be learning core competencies at this level. College education is a critical piece of the self-development program and Field Artillery Soldiers should plan their college program using information provided on the Service member Opportunity College Army Degrees (SOCAD) website <https://www.armyignited.mil/app/>. Soldiers may also enroll in Army Ignited, an Army program that gives Soldiers the opportunity to pursue a degree program completely online. College Level Examination Program (CLEP) and Defense Activity Non- Traditional Education Support (DANTES) may provide additional opportunities for college credit for previously acquired knowledge or training. The Army Correspondence Course Program (ACCP) also provides excellent advancements in continued education, leadership, and technical proficiency. Education opportunities can be found at the Army Continuing Education System (ACES) website <https://home.army.mil/imcom/index.php/professionals/human-services/aces>. These self-development options are based on the Soldier's own desire to excel and the level at which they are assigned. Many opportunities exist for Soldiers to participate in various correspondence courses to accomplish individual educational objectives. Soldiers may also earn promotion points for Technical Certification; a list of certifications can be found on the Army Credentialing Opportunities Online (COOL) website <https://www.cool.osd.mil/army/index.htm>. For information on these and other education programs, visit the Army Education Center on your installation.

(4) Soldiers with GT scores below 110 should seek to improve their scores through FAST or a BSEP using <https://armyignited.com/app/>. Completing additional civilian education courses such as English Composition early will additionally prepare Soldiers for future requirements within the Noncommissioned Officer Professional Development System.

(5) Competitions and boards such as the Expert Soldier Badge, and Soldier/NCO of the Month/Quarter/Year broaden the knowledge base, instill discipline, and improve the Soldier's ability to demonstrate proficiency and verbally communicate effectively. Soldiers and NCOs should consistently pursue these developmental opportunities.

(6) Soldiers should be enrolled in and actively using the Army Career Tracker (ACT) as a tool to monitor and guide career progression. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities for Field Artillery Soldiers throughout all stages of their career.

#### ***b. Sergeant***

(1) The Sergeant (SGT) is a critical leader in Field Artillery formations. SGTs must demonstrate a high degree of proficiency in MOS duties and competent performance of leadership functions commensurate with their position to effectively train, develop, and

lead Soldiers. The SGT's career progression relies upon a strong drive to excel in duty performance in addition to the attainment of additional knowledge, skills, and behaviors related to leadership and MOS competency.

(2) In addition to military publications listed previously, SGTs should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: STP 21–24, AR 600-20, TC 7-22.7, TC 3-09.8, and The Field Artillery Journal. Military publications can be accessed through the Army Publishing Directorate (APD) at <https://www.apd.army.mil/>, and the Fires Knowledge Network.

(3) Pursuing a college education at this level is not a mandatory requirement however SGTs are encouraged to pursue college credit towards a degree. College education is a critical piece of the self-development program and Field Artillery Soldiers should plan their college program using information provided on the SOCAD website <https://www.armyignited.mil/app/>. The ACCP also provides excellent advancements in continued education, leadership, and technical proficiency. Information pertaining to educational opportunities can be found at the ACES website. NCOs may also earn promotion points for technical certification. A list of certifications can be found on the COOL website. For information on these and other education programs, visit the Army Education Center on your installation.

(4) Competitions and boards such as the Expert Soldier Badge, NCO of the Month/Quarter/Year, and induction into the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline, and improve the NCO's ability to demonstrate proficiency and verbally communicate effectively.

(5) SGTs should be enrolled in and actively using the Army Career Tracker (ACT) as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, SGTs should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Field Artillery Soldiers throughout all stages of their career. SGTs should use these tools when professionally counseling their Soldiers.

### **c. Staff Sergeant**

(1) Staff Sergeants (SSG) must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties as Field Artillery Soldiers. This is typically the first level of leadership at which the NCO is responsible for leading other leaders. SSGs should continue to hone leadership skills and maintain a high proficiency level in their Field Artillery skills.

(2) In addition to military publications listed previously, SSGs should study and become familiar with military publications related to equipment and duty skills associated with their current MOS and assignment such as: STP 21-24, ADP 6-22, FM 7-0, ADP 7-0, FA 3-0. SSGs should begin to develop their familiarization with all ADPs, ADRPs, and the Unit Combined Arms Training Strategies (CATS). These provide standard unit training strategies to support Department of the Army (DA) unit operations tempo resource projections, and to assist unit commanders in developing unit training plans that integrate standards in weapons training and core mission essential task list (CMETL). Military publications can be accessed through the Army Publishing Directorate (APD) at <http://www.apd.army.mil/> and the Fires Knowledge Network.

(3) SSGs should pursue a degree program focused on attaining an associate level degree. A college degree is not required for promotion but can be a deciding factor when it comes to deciding the most qualified. A SSG with an associate level degree has demonstrated the ability to plan and execute self-development while maintaining duty

proficiency. This is an indicator of the ability to lead at higher levels. SSGs should plan their college degree program using information provided on the SOCAD website <https://www.armyignited.com/app/>. These self-development options are based on the SSGs own desire to excel. The ACCP also provides excellent advancements in continued education, leadership, and technical proficiency. Information pertaining to educational opportunities can be found at the ACES website. SSGs should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website. For information on these and other education programs, visit the Army Education Center on your installation.

(4) Competitions and boards such as the Expert Soldier Badge, NCO of the Month/Quarter/Year, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year significantly broadens the knowledge base, instills discipline, and improves the SSG's ability to demonstrate proficiency and verbally communicate effectively.

(5) SSGs should be enrolled in and actively using the Army Career Tracker (ACT) as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, staff sergeants should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Field Artillery Soldiers throughout all stages of their career. SSGs should use these tools when professionally counseling their Soldiers.

#### **d. Sergeant First Class**

(1) Sergeants First Class (SFC) must remain committed to achieving excellence while developing subordinates to be proficient in their duties as Field Artillery Soldiers and leaders. This is typically the first level of leadership at which the NCO is responsible for developing organizations (platoons/sections). SFCs should hone leadership skills that develop organizational leadership such as coordination with adjacent organizations and with echelons above the platoon, while maintaining a high proficiency level in their Field Artillery skills. As NCOs become more senior in rank, the self-development domain becomes more important. Activities such as professional reading or college courses help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers.

(2) In addition to military publications listed previously, SFCs should study and be familiar with publications related to equipment and duty skills associated with their current MOS and assignment such as: STP 21-24, TC 3-21.8, FM 3-0, ADP 3-09, ADRP 3-0, AR 350-1, AR 600-20, AR 750-1. Additionally, the SFC should be proficient in Unit Training Management (UTM) which provides the doctrine-based, how-to details of the U.S. Army's training management processes. It is the process commanders, leaders, and staffs use to plan-prepare-execute-assess unit training, and identify the resources needed to accomplish that training. In addition to ADRP 7-0, online tools including the upgraded Army Training Network (ATN), Digital Training Management System (DTMS), and the Combined Arms Training Strategies (CATS) Development Tool are available. FA Senior NCOs must be willing to make the required sacrifices that enable them to seize available opportunities.

(3) SFCs should have completed a degree program or accumulated two years of college credit towards a degree. A college degree is not required for promotion but can be a deciding factor when it comes to deciding the most qualified as it demonstrates the ability to plan and execute self-development while maintaining duty proficiency. This can be an indicator of potential to lead at higher levels. College education is a critical piece

of the self- development program, and Field Artillery Soldiers should plan their college program using information provided on the SOCAD website <https://www.armyignited.com/app/>. The ACCP also provides excellent advancements in continued education for the SFCs leadership and technical proficiency. Information pertaining to educational opportunities can be found at the ACES website. SFCs should also consider entering a technician program to gain nationally recognized credentials in an appropriate technical discipline. A list of technical certifications can be found on the COOL website. For information on these and other education programs, visit the Army Education Center on your installation. Additionally, SFCs use of these resources provides them with knowledge and experience to assist their subordinates more effectively.

(4) Competitions and boards such as the Expert Soldier Badge, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and NCO/Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year significantly broadens the knowledge base, instills discipline, and improves the SFCs ability to demonstrate proficiency and verbally communicate effectively. SFCs participation in competitions and boards send a strong message to their subordinates and supervisors as to the importance of this aspect of self- development.

(5) SFCs should still be enrolled in and actively using the Army Career Tracker (ACT) as a tool to monitor and guide career progression for themselves and their subordinates. In addition, SFCs should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Field Artillery Soldiers throughout all stages of their career. SFCs should use these tools when professionally counseling their Soldiers and educate raters and senior raters within their organization to do the same.

#### ***e. Master Sergeant/First Sergeant***

(1) Master Sergeant/First Sergeant (MSG/1SG) must remain committed to achieving excellence in their organizations by developing subordinates to be proficient in their duties as Field Artillery teams. This level of leadership requires the NCO to be well grounded in doctrine, responsible for developing organizations (battery/staff section), and to develop systems to maintain proficiency across a much wider spectrum of areas. MSG/1SGs should demonstrate leadership skills that develop organizational leadership, effective communication, and coordination within and outside of the organization, while maintaining a high proficiency level in their own Field Artillery skills. Activities such as professional development at the brigade/division level, professional reading, functional courses, and civilian education help the Senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers above the battery level. Limited authorizations and fiercely competitive promotion criteria may dictate the need for discriminating criteria for selection to SGM. Therefore, it is in the best interest of the MSG/1SG to continue to develop and broaden themselves as well as their organizations to remain highly competitive and to build diverse knowledge, skills, and behaviors required to lead at the SGM/CSM level.

(2) In addition to military publications listed previously, MSG/1SGs should study and be familiar with publications related to equipment and duty skills associated with their current MOS and assignment such as: JP 3-0, AR 601-280, AR 600-20, AR 27-10, DA PAM 611-21, AR 14-200, AR 840-10, AR 220-1, ADRP 1-02, ATP 2-01, ADRP 5-0, ATP 5-19, FM 6-0, ADRP 6-0, FM 6-22, ADRP 3-90, FM 3-90-1, FM 3-90-2, ADRP 3-07, ADP 3-28, JP 2-01-3, JP 5-0. Additionally, the MSG/1SG should demonstrate expertise in execution of Unit Training Management (UTM) and related systems such as Army Training Network (ATN), Digital Training Management System (DTMS), and the

Combined Arms Training Strategies (CATS) Development Tool.

MSG/1SGs should also continue to exploit other distributed learning programs and broaden their focus to include functional training. These soldiers should recognize their new role as a Senior NCO and pursue functional course offerings. These will enhance their understanding of how the Army functions to influence and improve the Army's systems and contribute to the success of their organizations.

(3) MSG/1SGs should have completed a two-year degree program or have accumulated college credit toward a four-year degree. Continuing civilian education (completion of an associate or bachelor's degree) is strongly encouraged as a college degree can be a deciding factor when it comes to the most qualified, although it is not required for promotion. College education is a critical piece of the self-development program and Field Artillery Soldiers should plan their college program using information provided on the SOCAD website <https://www.armyignited.com/app/>. The ACCP provides an excellent educational resource in continued education, leadership, and technical proficiency. Additional career enhancement may be gained by continuing to pursue technical certification for civilian certifications on the COOL website. Additionally, MSG/1SGs' use of these resources provide them with knowledge and experience to effectively assist in counseling and developing their subordinates.

(4) Boards such as the Sergeant Audie Murphy/Sergeant Morales Clubs significantly broaden the knowledge base, instill discipline, and improve the MSG/1SGs ability to demonstrate proficiency, and verbally communicate effectively. MSG/1SGs participation in these boards sends a strong message to their subordinates and supervisors as to the importance of this aspect of self-development.

(5) MSG/1SGs should actively use the Army Career Tracker (ACT) as a tool to monitor and guide career progression both for themselves, and for their subordinates. Additionally, MSGs and 1SGs should ensure that their subordinates are enrolled in and understand the functions of the ACT. The ACT in conjunction with DA PAM 600-25 provides Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Field Artillery Soldiers throughout all stages of their career. MSG/1SGs should use these tools when professionally counseling their Soldiers. It educates and enforces raters and senior raters within the organization to do the same.

#### ***f. Sergeant Major/Command Sergeant Major***

Sergeant Major/Command Sergeant Major (SGM/CSM) is the subject matter expert and senior enlisted advisor for their organization. The SGM/CSM must remain committed to their self-development to enhance their ability to lead their units. This requires them to be rooted in doctrine, tactics, techniques, and procedures of the various MOSs within their organization. They must become equally familiar with the employment and requirements of each of the fire support functions (sensor, control, and delivery). SGMs/CSMs should be proficient in organizational leadership and possess the Knowledge, Skills, and behaviors that enhance strategic leadership at the brigade and higher levels. The fiercely competitive Centralized Selection List (CSL) and nominative positions require SGM/CSMs to continually broaden themselves through assignments, professional reading, and civilian education to remain competitive for future selections to nominative levels and thus should be knowledgeable on operations and employment at the battalion, brigade/DIVARTY, and Joint level. They should also develop an understanding of internal Army functions, DOTMLPF-P, manning guidance, and Joint, Interagency, Intergovernmental, and Multinational environment.

(1) The goal of the SGM/CSM should be to possess a bachelor's degree and work towards a graduate degree in their chosen discipline. Continued education and professional readings shape and develop Senior Noncommissioned Officers which helps their organization grow.

(2) All SGM/CSMs should strive to complete DLC VI.

**g. Army National Guard of the United States (ARNGUS)**

(1) The integrated use of the ARNGUS is essential to the successful accomplishment of military operations. The ARNGUS represents substantive elements of the Field Artillery's structure and capabilities. The contributions of the ARNGUS cover the entire spectrum of forces from combat, Combat Support (CS), or Combat Service Support (CSS) to general supporting forces. The ARNGUS NCOs must possess the same qualifications and capabilities as their Active Army (AA) counterparts. The quality and quantity of training that the ARNGUS Field Artillery NCO receives should be the same as the AA NCO with duty assignments for career progression that parallel those of the AA.

(2) Although geographical limitations will determine the types of units in which ARNGUS Soldiers may serve, the ARNGUS professional development NCOPDS satisfies professional development and functional area requirements. The primary peacetime mission of the ARNGUS Field Artillery NCO is to sustain training. While perfecting their combat skills and developing their subordinates into a lethal Field Artillery unit, ARNGUS NCOs must maintain a state of readiness in preparation for deployment and combat. The ARNGUS Soldier also has a second peacetime role as a Citizen Soldier. Under the authorization of the State governors, the ARNGUS Soldier may be activated by the State at any time to support the community during a disaster, natural or manmade, or to support Homeland Security Missions. CMF 13 in the Reserve Component is managed the same as the AA. Reference associated MOS chapter for specific information.

**Chapter 4. Key Development Definition**

Key Developmental (KD) is applicable to Regular Army Non- Commissioned Officers for a specific duty position at their current grade for a specific time IAW the SM's Career model. KD positions are essential in the growth and development of military leadership and MOS core competencies. **ACROSS CMF 13, SGT KD POSITIONS MUST BE A MINIMUM OF 18 MONTHS, 24 MONTHS PREFERRED. SSGs, SFC, MSG/1SG KD TIMELINES SHOULD BE SERVED FOR A MINIMUM OF 24 MONTHS, 36 MONTHS PREFERRED.** Effective June 2023, time spent in a KD position for the next higher grade will only count towards KD completion for the current grade. Example: A Staff Sergeant serving as a Platoon Sergeant will continue to receive KD time as a Section Chief; not as a Platoon Sergeant.

**Chapter 5. MOS 13B Cannon Crewmember**

*a. Major duties.* To develop Cannon Crewmembers into professional NCOs, Soldiers' assignments must focus on key developmental leadership positions in operational units. Follow-on assignments at the higher headquarters will add to their overall professional knowledge in operational units. NCOs should seek key developmental leadership positions such as Howitzer Section Chief, Platoon Sergeant, and 1SG. Once an NCO has successfully served in one of these leadership positions, it would be beneficial to the NCO's development to pursue broadening assignments crucial to developing leaders with a wider range of experiences and skills, who can operate in complex environments. Potential should be regarded as the overall level of performance of assigned duties, coupled with a review of the Soldier's training listed in their OMPF, and not just training listed on the SRB.

*b. Prerequisites.* See DA PAM 611-21 in the HRC Smartbook for details located on the <https://www.army.mil/g-1#org-g-1-publications> website.

*c. Goals for development.* To ensure Field Artillery Soldiers become technically and tactically proficient, they should seek key developmental leadership positions, and strive

to excel while attending NCOPDS or functional courses. Special assignments are those broadening assignments that provide a purposeful expansion of knowledge, skills, and behaviors through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the NCOs career life cycle. Functional courses are considered additional training. Soldiers should make every effort to achieve the highest possible score on the ACFT and weapons qualifications. Soldiers should strive to earn a college degree, license, or professional certificate as recommended by their career management field.

**(1) Private E-1–Specialist/Corporal**

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Operational assignments.* The key developmental assignments for the Soldier are Driver, Cannoneer, Assistant Gunner, and Ammo Specialist. The focus of the Soldier's career should be in the operational unit, building a strong base of technical expertise in equipment, basic MOS skills, and Warrior Tasks and Battle Drills. Technical and tactical expertise is acquired during, Artillery Tables, training at a CTC, or during tactical exercises.

(c) *Self-development.* Soldiers are required to complete DLC IOT meet the prerequisites for BLC attendance. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional and enhances the MOS and unit capabilities; Air Assault School, Ammunition Handler Course, Basic Airborne Course, Basic Combatives Course Level I, Bus Drivers Course, CBRN Officer/NCO, Combat Lifesaver Course, Driver Training Course, Field Artillery Weapons Maintenance Course, Field Sanitation Course, Fuel Handler Course, Unit Armorer Course, and Unit Rail/Air Loading Training Course.

(e) *Special assignments.* N/A.

**(2) Sergeant**

(a) *Institutional training.* Advance Leader Course (ALC).

(b) *Operational assignments.* The Gunner and Ammunition Team Chief are the key developmental assignments at this grade. The focus of a Sergeant's career should be in the operational unit, building on their base knowledge learned as a Soldier and technical and tactical expert while improving their leadership abilities. Soldiers who have successfully performed at the next higher level documented on the DA Form 2166-9-2 (NCOER) prior to being promoted should be considered above their peers for promotion.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 2 to meet the prerequisites for ALC attendance. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional and enhances the MOS and unit capabilities such as: Air Assault School, Basic Airborne Course, CBRN Officer/NCO, Field Artillery Weapons Maintenance Course, Field Sanitation Team Training, Hazardous Materials (OSHA), Security Manager Course, Tactical Combatives Course Level II, TC-AIMS II Unit Movement I & II, TC-AIMS, Unit Prevention Leader (UPL), and Unit Rail/Air Loading Training Course.

(f) *Special assignments.* N/A.

**(3) Staff Sergeant**

(a) *Institutional training.* Senior Leader Course (SLC).

(b) *Operational assignments.* The Howitzer Section Chief is the key developmental assignment at this grade. The focus during this phase of a career must be on continued development and refinement of the NCO's direct level leadership and MOS technical and tactical expertise. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and during tactical exercises. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above



their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER).

(c) **Self-development.**

Complete Distributed Leader Course (DLC) 3 to meet the prerequisites for attendance to SLC. For additional information on self-development, refer to Chapter 3.

(d) **Additional training.** This training is considered functional and enhances the MOS and unit capabilities such as: 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 Trainer (MFT) Course, Master Resiliency Training (MRT) Course, Security Managers Orientation Course (SMOC), Sexual Harassment /Assault Response & Prevention (SHARP) Course, TC-AIMS II Unit Movement I & II, TC-AIMS System Administrator/Database Administrator, and Unit Movement Officer.

(e) **Special assignments.**

Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Drill Sergeant, Instructor, Security Forces Assistance Brigade (SFAB) Section Chief, Small Group Leader (SGL), Soldier Recovery Unit, and Training Developer. Those NCOs that qualify to serve in positions of trust for example E.O., SHARP, MRT, ASSIST, Drill Sergeant, and Recruiter should be considered highly competitive. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Staff Sergeants that have successfully completed a broadening assignment should continue to seek development of their technical and tactical expertise by serving as Gunnery Sergeant. Performance in these positions is a factor when considering promotion potential.

**(4) Sergeant First Class**

(a) **Institutional training.** Master Leader Course (MLC).

(b) **Operational assignments.** The Platoon Sergeant and Master Gunner at the DIVARTY or Brigade level are the key developmental assignments at this grade. These positions are essential in the development of junior leaders. After successful completion of Key Development assignments, Platoon Sergeants should seek positions such as Ammunition NCO, Intelligence Sergeant, Operation Sergeant, or Battalion Master Gunner. DIVARTY/BDE Master Gunners should seek Operation Sergeant positions for further career development. Successful performance as a battalion or brigade Master Gunner or at the next higher level is seen as being above peers. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER).

(c) **Self-development.** Complete Distributed Leader Course (DLC) 4 to meet the prerequisites for attendance to MLC. For additional information on self-development, refer to Chapter 3.

(d) **Additional training.** This training is considered functional and enhances the MOS and unit capabilities such as: FA Master Gunner Course, 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 (MFT) Course, Master Resiliency Trainer (MRT) Course, 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.

(e) **Special assignments.** Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Career Management NCO (FAPO), Career

Advisor NCO (HRC), , Master Gunner Instructor, CTC (Observer/Controller), *Senior Training Developer*, TAC NCO, *Senior Small Group Leader (SSGL)*, *Senior Instructor*, *Research Develop Test and Evaluation (RDTE)*, *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*. NCOs must successfully complete **their** required key developmental assignment before being considered for a broadening assignment.

**(f) Army Career degrees.** See SOCAD website.

**(g) GI to Jobs.** See COOL website.

**(h) Access to the “Career Maps”** can be accessed from the Army Career Tracker Web site. <https://actnow.army.mil/>.

## **Chapter 6. MOS 13F Joint Fire Support Specialist**

**(a) Major duties.** To develop Joint Fire Support Specialists into professional NCOs, Soldiers assignments must focus on key developmental leadership positions in operational units. Follow **on** assignments at the higher Headquarters will dd to their overall professional knowledge in operational units. NCOs should seek key developmental leadership positions such as Forward Observer, Company Fire Support NCO, Battalion Fire Support NCO, and Brigade Fire Support NCO. Once an NCO has successfully served in a leadership position. **The** NCO should pursue broadening assignments crucial in developing leaders with a wider range of experiences and skills who can operate in complex environments. **Pot**ential should be evaluated by the overall level of performance of assigned duties and with a review of the Soldier’s training listed in their OMPF and SRB.

**(b) Pre**requisites. See DA PAM 611–21 in the HRC Smartbook for details located on the <https://www.army.mil/g-1#org-g-1-publications> website.

**(c) Goals for development.** To ensure Field Artillery Soldiers become technically and tactically proficient, they should seek key developmental leadership positions and strive to excel while attending NCOPDS or functional courses. Key developmental positions are those operational assignments deemed fundamental to the development of a Soldier in their **MOS**. Special assignments are those broadening assignments that provide a purposeful expansion of knowledge, skills, and behaviors through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the NCO’s career life cycle. Functional courses are considered additional training. Soldiers should make every effort to achieve the highest possible score on the ACFT and weapons qualifications. Soldiers should strive to earn a college degree, license, or professional certificate as recommended by their career management field.

**(1) Private E-1–Specialist/Corporal**

**(a) Institutional training.** Basic Leader Course (BLC).

**(b) Operational assignments.** The key developmental assignment for the Soldier is Fire Support Specialist. The focus of the Soldier’s career should be in the operational unit, building a strong base of technical expertise in equipment, basic MOS skills, and Warrior Tasks and Battle Drills. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and **dur**ing tactical exercises.

**(c) Self-development.** Complete Distributed Leader Course (DLC) 1 to meet the prerequisites for BLC **atte**ndance. For additional information on self-development, refer to Chapter 3.

**(d) Additional training.** Special Operations Terminal Attack Controller (SOTAC) (SOF Only), Joint Fires Observer (JFO) Course, Advanced Field **Artillery** Tactical Data System

(AFATDS) Operators Course, Ranger School, Basic Airborne Course, Air Assault School, Combat Life Saver (CLS) Course, Advanced Situational Awareness Training- Basic Course, Drivers Training Course, Basic Combatives Course Level I, Unit Armorer Course, Field Sanitation Course, Fuel Handler Course, Miles Basic Course, and Unit Mail Service Training Course.

(e) *Special assignments.* Theater Fires Command (TFC), Multi Domain Task Force (MDTF)

(2) **Sergeant**

(a) *Institutional training.* Advance Leader Course (ALC).

(b) *Operational assignments.* The Forward Observer is the key developmental assignment at this grade. Fire Support Sergeant should be sought out as a developmental position after successful Forward Observer assignments. Soldiers who have successfully performed at the next higher level documented on the DA Form 2166-9-2 (NCOER) prior to being promoted should be considered above their peers for promotion. The focus of the SGT's career should be in the operational unit, building on base knowledge learned as a Soldier and technical and tactical expert, while honing their leadership abilities.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 2 to meet the prerequisites for ALC attendance. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* Special Operations Terminal Attack Controller (SOTAC) (SOF Only), Joint Fires Observer (JFO) Course, Precision Strike Suite: Collateral Damage Estimation (CDE) Course, Target Mensuration Only (TMO) Course, Weaponneering Course, Mission Command Digital Master Gunner Course, Advanced Field Artillery Tactical Data System (AFATDS) Operators Course, Ranger School, Basic Airborne Course, Air Assault School, Rappel Master, FRIES/SPIES Master, Combat Life Saver (CLS) Course, Advanced Situational Awareness Training- Basic Course, Security Manager Course, and Unit Prevention Leader (UPL).

(e) *Special assignments.* At this level, the Sergeants' focus should be technical and tactical proficiency. Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Security Forces Assistance Brigade (SFAB) Fires Advisor, Multi Domain Task Force (MDTF), and Weaponneering NCO at this grade. These assignments are the exception and not the norm and will be based upon the needs of the Army.

(3) **Staff Sergeant**

(a) *Institutional training.* Senior Leader Course (SLC).

(b) *Operational assignments.* The Fire Support NCO (Company level) is the key developmental assignment at this grade. Assistant Fire Support NCO and Fire Support Operations NCO should be sought out as developmental positions after successful Company Fire Support NCO assignments. Soldiers who have successfully performed at the next higher level or echelon prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The focus during this phase of a career must be on continued development and refinement of the NCO's direct level leadership and MOS technical and tactical expertise. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and during tactical exercises.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 3 to meet the prerequisites for attendance at SLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* Special Operations Terminal Attack Controller (SOTAC) (SOF

Only), Joint Operational Fires and Effects Course (JOFEC), Joint Firepower Control (JFC) Course, Precision Strike Suite: Collateral Damage Estimation (CDE) Course, Target Mensuration Only (TMO) Course, Weaponneering Course, Fire Support Vehicle and Mission Equipment Package (MEP) Course, Joint Fires Observer (JFO) Course, Mission Command Digital Master Gunner Course, Advanced Field Artillery Tactical Data System (AFATDS) Operators Course, 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 School, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer (MRT) Course, Basic Airborne Course, Air Assault School, Rappel Master, and FRIES/SPIES Master.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Special Mission Unit (SMU), AC/RC (Observer/Controller/Trainer), CTC (Observer/Controller), Training Developer, Fire Support NCO (Cyber Warfare Section), Multi Domain Task Force (MDTF), Theater Fires Command (TFC), Training Specialist (FA BOLC), Small Group Leader (SGL), Instructor, Fire Support Sergeant, Research Training Development and Evaluation (RTDE) NCO, Test and Evaluation NCO, Drill Sergeant, and Recruiter. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Performance in these positions is a factor when considering promotion potential.

(4) **Sergeant First Class**

(a) *Institutional training.* Master Leader Course (MLC).

(b) *Operational assignments.* The Battalion or Brigade level Fire Support NCO is the key developmental assignment at this grade. Fire Support Advisor and Fire Support Operations NCO at the division and higher should be sought out as developmental positions after successful completion of battalion or brigade level Fire Support Sergeant assignments. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The battalion level Fire Support NCO job is essential in the development of junior leaders.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 4 to meet the prerequisites for attendance to MLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* FA Master Gunner Course, Joint Targeting School, Special Operations Terminal Attack Controller (SOTAC) (SOF Only), Joint Operational Fires and Effects Course JOFEC), 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), 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 (MFT) Course, Master Resiliency Trainer (MRT) Course, Jumpmaster School, Basic Airborne Course, Air Assault School, Rappel Master, and FRIES/SPIES Master.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Special Mission Unit (SMU), Career Management NCO (FAPO), Career Advisor NCO (HRC), Master Gunner Instructor, AC/RC

(Observer/Controller/Trainer), CTC (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), Multi Domain Task Force (MDTF), Theater Fires Command (TFC), Operations Sergeant/NCO (IO Command), Fire Support NCO, Assistant Inspector General, Sexual Harassment Assault Response Coordinator (SARC), Equal Opportunity Advisor (EOA), Military Science Instructor (MSI), Senior Drill Sergeant, and Senior Recruiter. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Performance in these positions is a factor when considering promotion potential.

(f) **Special Missions Units (SMU)**. 13F/Z, SSGs, SFCs, MSGs may serve in Special Missions Units (SMU). These assignments are voluntary and require completion of a rigorous, specialized assessment, selection, and training process. SMU assignments are performance based and in the cases of those NCOs who continue to meet annual benchmark re-assessment, may remain in these units. Duties of Artillery Soldiers assigned to an SMU are comprised of traditional Infantry and Artillery tactics, techniques, procedures, and mission specific tactics developed for unconventional operations. These duties may include the following: employment of full spectrum Joint Fire Support at the tactical, operational, and strategic level; Terminal Attack Control; conduct direct action; integrate compartmented sensitive capabilities and complete missions associated with these capabilities, and coordinate with other services and Government agencies.

(g) **Army Career degrees**. See SOCAD website.

(h) **GI to Jobs**. See COOL website.

(i) Access to the "Career Maps" can be accessed from the Army Career Tracker Web site. <https://actnow.army.mil/>.

## **Chapter 7. MOS 13J Fire Control Specialist**

*a. Major duties.* To develop Fire Control Specialist Soldiers into professional NCOs, Soldiers' assignments must focus on key developmental leadership positions in operational units. Follow-on assignments at the higher Headquarters will add to their overall professional knowledge in operational units. NCOs should seek key developmental leadership positions such as Fire Control NCO and Senior Fire Control NCO. Once an NCO has successfully served in a leadership position, it would be beneficial to the NCO's development to pursue broadening assignments crucial in developing leaders with a wider range of experiences and skills who can operate in complex environments. Potential should be evaluated by the overall level of performance of assigned duties and with a review of the Soldier's training listed in their OMPF and SRB.

*b. Prerequisites.* See DA PAM 611–21 in the HRC Smartbook for details located on the <https://www.army.mil/g-1#org-g-1-publications> website.

*c. Goals for development.* To ensure Field Artillery Soldiers become technically and tactically proficient, they should seek key developmental leadership positions and strive to excel while attending NCOPDS or functional courses. Key developmental (KD) positions are those operational assignments deemed fundamental to the development of a Soldier in their MOS. Special assignments are those broadening assignments that provide a purposeful expansion of knowledge, skills, and behaviors through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the NCO's career life cycle. Functional courses are considered additional training. Soldiers should make every effort to achieve the highest possible score on the ACFT and weapons qualifications. Soldiers should strive to earn a

college degree, license, or professional certificate as recommended by their career management field.

**(1) Private E-1–Specialist/Corporal**

**(a) Institutional training.** Basic Leader Course (BLC).

**(b) Operational assignments.** The key developmental assignments for the Soldier are Tactical Data System Operator, Liaison Specialist, and Vehicle Driver. The focus of the Soldier's career should be in the operational unit, building a strong base of technical expertise in equipment, basic MOS skills, and Warrior Tasks and Battle Drills. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and during tactical exercises.

**(c) Self-development.** Complete Distributed Leader Course (DLC) 1 to meet the prerequisites for BLC attendance. For additional information on self-development, refer to Chapter 3.

**(d) Additional training.** This training is considered functional and enhances the MOS and unit capabilities: Air Assault School, Ammunition Handler Course, Basic Airborne Course, Basic Combatives Course Level I, Bus Driver Course, CBRN Officer/NCO, Combat Lifesaver Course, Driver Training Course, Fuel Handler Course, Unit Armorer Course, and Unit Rail/Air Loading Training.

**(e) Special assignments.** N/A.

**(2) Sergeant**

**(a) Institutional training.** Advance Leader Course (ALC).

**(b) Operational assignments.** The Fire Control Sergeant is the key developmental assignment at this grade. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The focus of the Sergeant's career should be in the operational unit, building on their base knowledge learned as a Soldier and technical and tactical expertise, while honing their leadership abilities.

**(c) Self-development.** Complete Distributed Leader Course (DLC) 2 to meet the prerequisites for attendance to ALC. For additional information on self-development, refer to Chapter 3.

**(d) Additional training.** This training is considered functional and enhances the MOS and unit capabilities such as: Air Assault School, Basic Airborne Course, CBRN Officer/NCO, Field Sanitation Team Training Course, Hazardous Materials Course (OSHA), Mission Command Digital Master Gunner Course, Security Managers Course, Tactical Combatives Course Level II, TC-AIMS II Unit Movement I & II, Unit Prevention Leader (UPL), and Unit Rail/Air Loading Training Course.

**(e) Special assignments.** N/A.

**(3) Staff Sergeant**

**(a) Institutional training.** Senior Leader Course (SLC).

**(b) Operational assignments.** The Platoon/Battery level Fire Control NCO (Chief) is the key developmental assignment at this grade. Soldiers who have successfully performed at the next higher level, or at the next higher echelon (BN, BDE, DIVARTY) prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The focus during this phase of a career must be on continued development and refinement of the NCO's direct level leadership and MOS technical and tactical expertise. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and during tactical exercises. Liaison

Sergeant should be sought out as developmental position after successful completion of Platoon/Battery level Fire Control NCO assignments.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 3 to meet the prerequisites for attendance to SLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional and enhances the MOS and unit capabilities such as: 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, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer (MRT) Course, 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.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: 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. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Performance in these positions is a factor when considering promotion potential.

#### **(4) Sergeant First Class**

(a) *Institutional training.* Master Leader Course (MLC).

(b) *Operational assignments.* The Battalion, DIVARTY, or Brigade level Senior Fire Control NCO and Battery Operations Sergeant are the key developmental assignments at this grade. Soldiers who have successfully performed at the next higher level, or at the next higher echelon (BDE or DIVARTY) prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The Senior Fire Control NCO and Battery Operations Sergeant's jobs are essential in the development of junior leaders. Intelligence Sergeant should be sought out as development position after successful Senior Fire Control NCO and/or Battery Operation Sergeant assignments.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 4 to meet the prerequisites for attendance to MLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional and enhances the MOS and unit capabilities such as: 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, Sexual Harassment/Assault Response & Prevention (SHARP) Course, Equal Opportunity Advisor School, Jumpmaster School, Master Fitness Trainer (MFT) Course, Master Resiliency Trainer (MRT) 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.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wide range of experiences and skills who can operate in ever-changing environments. These assignments include: Career Management NCO (FAPO), Career Advisor NCO (HRC), , Master Gunner Instructor, CTC (Observer/Controller), FABN BN FDC NCO OC/T (Observer/Controller/Trainer), FABN HIMARS/MLRS OC/T, Multi-Domain Fires Assurance Team, 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. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment.

(f) *Army Career degrees.* See SOCAD website.

(g) *GI to Jobs.* See COOL website.

(h) Access to the "Career Maps" can be accessed from the Army Career Tracker Web site. <https://actnow.army.mil/>.

## **Chapter 8. MOS 13M Multiple Launch Rocket System/ High Mobility Artillery Rocket System crewmember**

(a) *Major duties.* To develop Multiple Launch Rocket System/High Mobility Artillery Rocket System (MLRS/HIMARS) crewmembers into professional NCOs, Soldiers' assignments must focus on key developmental leadership positions in operational units. Follow-on assignments at the higher Headquarters will add to their overall professional knowledge in operational units. NCOs should seek key developmental leadership positions such as Section Chief, Platoon Sergeant, and 1SG. Once an NCO has successfully served in a leadership position, it would be beneficial to the NCO's development to pursue broadening assignments crucial in developing leaders with a wider range of experiences and skills who can operate in complex environments. Potential should be evaluated by the overall level of performance of assigned duties and with a review of the Soldier's training listed in their OMPF and SRB..

a. *Prerequisites.* See DA PAM 611–21 in the HRC Smartbook for details located on the <https://www.army.mil/g-1#org-g-1-publications> website.

b. *Goals for development.* To ensure Field Artillery Soldiers become technically and tactically proficient, they should seek key developmental leadership positions, and strive to excel while attending NCOPDS or functional courses. Special assignments are those broadening assignments that provide a purposeful expansion of knowledge, skills, and behaviors through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the NCOs career life cycle. Functional courses are considered additional training. Soldiers should make every effort to achieve the highest possible score on the ACFT, and weapons qualifications. Soldiers should strive to earn a college degree, license, or professional certificate as recommended by their career management field.

### **(1) Private E-1–Specialist/Corporal**

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Operational assignments.* The key developmental assignment for the Soldier is Vehicle Driver, Reconnaissance Specialist, (HEMTT) Driver, Self-propelled Launcher Loader (SPLL) Driver, and Ammunition Specialist. The focus of the Soldier's career should be in the operational unit, building a strong base of technical expertise in equipment, basic MOS skills, and Warrior Tasks and Battle Drills. Technical and tactical expertise is acquired during, Artillery Tables, training at a CTC, and during tactical exercises.



(c) *Self-development.* Complete the appropriate level of Distributed Leader Course (DLC) 1 to meet the prerequisites for attendance to BLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities: Air Assault School, Ammunition Handler Course, Basic Airborne Course, Basic Combatives Course Level I, Bus Drivers Course, CBRN Officer/NCO, Combat Lifesaver Course, Unit Mail Service Training Course, Driver Training Course, Field Sanitation Course, Fuel Handler Course, Unit Armorer Course, and Unit Rail/Air Loading Training Course.

(e) *Special assignments.* N/A.

### **(2) Sergeant**

(a) *Institutional training.* Advance Leader Course (ALC).

(b) *Operational assignments.*

The Assistant Section Chief and Gunner are the key developmental assignments at this grade. The focus of the Sergeant's career should be in the operational unit, building on their base knowledge learned as a Soldier and technical and tactical expertise while improving their leadership abilities. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER)

(c) *Self-development.* Complete the appropriate level of Distributed Leader Course (DLC) 2 to meet the prerequisites for attendance to ALC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities such as: Air Assault School, Basic Airborne Course, CBRN Officer/NCO, Field Sanitation Team Training, Hazardous Materials (OSHA), Security Managers, Tactical Combatives Course Level II, TC-AIMS II Unit Movement I & II, TC-AIMS, Unit Prevention Leader (UPL), and Unit Rail/Air Loading Training Course.

(e) *Special assignments.* N/A.

### **(3) Staff Sergeant**

(a) *Institutional training.* Senior Leader Course (SLC).

(b) *Operational assignments.* The Section Chief is the key developmental assignment at this grade. The focus during this phase of a career must be on continued development and refinement of the NCO's direct level leadership and MOS technical and tactical expertise. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, and during tactical exercises. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER).

(c) *Self-development.* Complete the appropriate level of Distributed Leader Course (DLC) 3 to meet the prerequisites for SLC attendance. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities such as: Air Assault School, ASIST/Gatekeeper Course, Basic Airborne Course, Equal Opportunity Leaders Course (EOLC), Jumpmaster School, Master Drivers Course, Master Fitness Trainer (MFT) Course, Master Resiliency Training (MRT) 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.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing environments. These assignments include: Drill Sergeant, Recruiter, Small Group Leader (SGL), Instructor, MLRS/HIMARS (Observer/Controller/Trainer), Research Develop Test and Evaluation (RDTE) NCO, and Multi Domain Task Force (MDTF). Those NCOs that qualify to serve in positions of trust for example Equal Opportunity, SHARP, Drill Sergeant, and Recruiter should be considered highly competitive. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Performance in these positions is a factor when considering promotion potential.

**(4) Sergeant First Class**

(a) *Institutional training.* Master Leader Course (MLC).

(b) *Operational assignments.* The Platoon Sergeant and Brigade Master Gunner are the key developmental assignments at this grade. These positions are essential in the development of junior leaders. After successful completion of Key Development assignments, Platoon Sergeants should seek positions such as Ammunition NCO, Intelligence Sergeant, Battalion Master Gunner, and OPS/Counter fire NCO for further development. Soldiers who have successfully performed as a battalion or brigade master gunner or at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER).

(c) *Self-development.* Complete the appropriate level of Distributed Leader Course (DLC) 4 to meet the prerequisites for attendance to MLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities such as: 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 (MFT) Course, Master Resiliency Trainer (MRT) 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.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing environments. These assignments include: Career Management NCO (FAPO), Career Advisor NCO (HRC), , Military Science Instructor (MSI), Multi Domain Task Force (MDTF), Theater Fires Command (TFC), Equal Opportunity Advisor (EOA), Assistant Inspector General, Senior Drill Sergeant, 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). NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment.

(f) *Army career degrees.* See SOCAD.

(g) *GI Jobs.* See COOL website.

(h) Access to the "Career Maps" can be accessed from the Army Career Tracker Web site. <https://actnow.army.mil/>.

**Chapter 9. MOS 13R Weapons Locating Radar Operator**

(a) *Major duties.* To develop Field Artillery Weapons Locating Radar Operators into

professional NCOs, Soldiers' assignments must focus professional knowledge in operational units. NCOs should seek key developmental leadership positions such as Radar Team Chief, Section Chief, and Platoon Sergeant. Once an NCO has successfully served in a leadership position, it would be beneficial to the NCO's development to pursue broadening assignments crucial to developing leaders with a wider range of experiences and skills, who can operate in complex environments. Potential should be regarded as the overall level of performance of assigned duties, coupled with a review of the Soldier's training listed in their OMPF and not just training listed on the SRB. Follow-on assignments at higher Headquarters will add to their overall professional knowledge in operational units.

(b) *Prerequisites.* See DA PAM 611–21 in the HRC Smartbook for details located on the <https://www.army.mil/g-1#org-g-1-publications> website.

(c) *Goals for development.* To ensure Soldiers become technically and tactically proficient, they should seek key developmental leadership positions and strive to excel while attending NCOPDS or functional courses. Key developmental (KD) positions are those operational assignments deemed fundamental to the development of a Soldier in their MOS. Special assignments are those broadening assignments that provide a purposeful expansion of knowledge, skills, and behaviors through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the NCO's career life cycle. Functional courses are considered additional training. Soldiers should make every effort to achieve the highest possible score on the ACFT and weapons qualifications. Soldiers should strive to earn a college degree, license, or professional certificate as recommended by their career management field.

### (1) **Private E-1–Specialist/Corporal**

(a) *Institutional training.* Basic Leader Course (BLC).

(b) *Operational assignments.* The key developmental assignment for the Soldier is a Weapons Locating Radar Operator. The focus of the Soldier's career should be in the operational unit, building a strong base of technical expertise in equipment, basic MOS skills, and Warrior Tasks and Battle Drills. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, or during tactical exercises. Soldiers should seek responsibility and take advantage of opportunities to display their leadership skills, initiative, and motivation.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 1 to meet the prerequisites for attendance to BLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities: 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.

(e) *Special assignments.* N/A.

### (2) **Sergeant**

(a) *Institutional training.* Advance Leader Course (ALC).

(b) *Operational assignments.* The Radar Team Chief is the key developmental assignment at this grade. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The focus of the SGT's career should be in the operational unit building on their base knowledge learned as a Soldier and technical and tactical expertise, while improving their leadership

abilities.

(c) *Self-development*. Complete Distributed Leader Course (DLC) 2 to meet the prerequisites for attendance to ALC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training*. This training is considered functional that enhances the MOS and unit capabilities: 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.

(e) *Special assignments*. N/A.

### **(3) Staff Sergeant**

(a) *Institutional training*. Senior Leader Course (SLC).

(b) *Operational assignments*. The Section Chief is the key developmental assignment at this grade. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The focus during this phase of a career must be on continued development and refinement of the NCO's direct level leadership and MOS technical and tactical expertise. Technical and tactical expertise is acquired during Artillery Tables, training at a CTC, or during tactical exercises. The key developmental assignment that increases the experience and develops the leadership skills of the SSG is the Section Chief. Back-to-back non-tactical or TDA/Special assignments are common for certain MOSs due to the limited tactical positions and therefore should not be construed as a negative impact towards the Soldier. These assignments serve as refinement of the NCO's direct level leadership and MOS technical and tactical expertise.

(c) *Self-development*. Complete Distributed Leader Course (DLC) 3 to meet the prerequisites for attendance to SLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training*. This training is considered functional that enhances the MOS and unit capabilities: 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 (MFT) Course, Master Resiliency Training (MRT) 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.

(e) *Special assignments*. Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in

ever-changing environments. These assignments include: 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. Those NCOs that qualify to serve in positions of trust for example Equal Opportunity, SHARP, Drill Sergeant, and Recruiter should be considered highly competitive. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment. Performance in these positions is a factor when considering promotion potential.

### **(4) Sergeant First Class**

(a) *Institutional training*. Master Leader Course (MLC).

(b) *Operational assignments.* The Platoon Sergeant and Counter-fire NCO at the DIVARTY or Brigade level are the key developmental assignments at this grade. Soldiers who have successfully performed at the next higher level, or next higher echelon (BN, BDE, DIVARTY) prior to being promoted should be considered above their peers for promotion. To be considered above their peers, successful service in leadership positions at the next higher grade must be documented on the DA Form 2166-9-2 (NCOER). The Platoon Sergeant's job is essential in the development of junior leaders. Counter fire NCO and Intelligence Sergeant should be sought out as developmental positions after successful Platoon Sergeant assignments.

(c) *Self-development.* Complete Distributed Leader Course (DLC) 4 to meet the prerequisites for attendance to MLC. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* This training is considered functional that enhances the MOS and unit capabilities such as: 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 (MFT) Course, Master Resiliency Trainer (MRT) 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, Precision Strike Suite: Collateral Damage Estimation (CDE), Target Mensuration Only (TMO), and Weaponneering.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing environments. These assignments include: 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. NCOs must successfully complete the required key developmental assignment before being considered for a broadening assignment.

(f) *Army Career degrees.* See SOCAD website.

(g) *GI to Jobs.* See COOL website.

(h) Access to the "Career Maps" can be accessed from the Army Career Tracker Web site. <https://actnow.army.mil/>.

## **Chapter 10. 13Z Field Artillery Senior Sergeant/13Z Command Sergeant Major**

### **a. Major duties.**

(1) **MSG/1SG (13Z).** The Master Sergeant/First Sergeant must be an expert in their specialty. The Master Sergeant/First Sergeant should demonstrate a quantified record of superior performance and efficiency in mastering core MOS competencies, leading, supervising, and managing subordinate elements of various size, scope, and function. The Master Sergeant/First Sergeant has held numerous core competency building assignments and has likely served in additional positions outside of core MOS positions. The knowledge, skills, and behaviors acquired up to this point provide the Master Sergeant/First Sergeant a natural transition into the increased scope and responsibilities associated with positions as a First Sergeant or Operations Sergeant.

(2) **SGM (13Z)/CSM (13Z).** Sergeants Major/Command Sergeants Major must be interpersonal leaders, talent managers, and team builders. They understand and employ

concepts and doctrine across multiple domains (joint operations, combined arms maneuver, and joint fires). SGM/CSMs possess exceptional oral and written communication skills. They can conceptualize and devise solutions to complex problems.

*b. Prerequisites.* See DA PAM 611–21 in the HRC Smartbook for details.

*c. Goals for development.*

**(1) MSG/1SG (13Z).**

*(a) Institutional training.* Master Leader Course (MLC).

*(b) Operational assignments.* The key developmental assignment for MSGs is First Sergeant. This position qualifies MSGs to perform duties as the Senior NCO of a unit and enhances their organizational supervisory knowledge, leadership skills, and abilities. MSGs should serve successfully as a First Sergeant for at least 24 months. There is no position in the grade of MSG that provides equivalent leadership training and development. When not assigned as a unit 1SG, the MSG should seek opportunities to serve in developmental positions such as Operations Sergeant. Successful performance in these positions is a conditional pre-requisite for consideration to SGM.

*(c) Self-development.* Complete Distributed Leader Course (DLC) 5 to meet the prerequisites for attendance to SMC. MSGs are regarded as technical and tactical professionals. As such, all MSGs should strive to develop a full understanding of combined arms and fire support operations, battalion-level staff operations, and command principles. All MSGs should dedicate considerable time to professional reading to gain a historical perspective on tactical and leadership challenges. MSGs should have completed a two-year degree program or accumulate college credit toward a four-year degree. Continuing civilian education (completion of an associate or bachelor's degree) from an accredited university/institution is strongly encouraged. For additional information on self-development, refer to Chapter 3.

*(d) Additional training.* This training is considered functional that enhances the MOS and unit capabilities such as: Ranger, Rappel Master, Air Assault, Basic Airborne Course, Battle Staff NCO, and Jumpmaster School, and SEJPME II.

*(e) Special assignments.* Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing environments. These assignments include: Career Management NCO (FAPO), Senior Talent Management NCO (HRC), 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.

**(2) SGM /CSM (13Z).**

*(a) Institutional training.* Sergeant Majors Course (SMC) SGM selected for CSM will attend the Command Sergeant Major Development Program.

*(b) Operational assignments.* The key developmental assignment for a SGM is a Battalion level Operations Sergeant Major position. The key developmental assignment for CSM is the Battalion Command Sergeants Major positions in the Operating or Generating Force. While only a small percentage of Field Artillery Sergeants Major will be selected for a command position, all SGMs have a remarkable opportunity to make significant contributions to the branch (BATTALION, BRIGADE, DIVARTY) and the Army. All SGMs can expect to serve in a wide variety of professionally challenging and personally rewarding assignments in the Operating and Generating Forces.

*(c) Self-development.* Complete Distributed Leader Course (DLC) 6 to meet the prerequisites for selection to the Nominative level. Self-development should be focused on knowledge and expertise beyond their MOS background and what is available in the institutional domain. They must become equally familiar with the employment and

requirements of each of the fire support functions (sensor, control, and delivery). This will require them to use various resources, solicit subject matter experts, and invest in self-study to ensure they are well grounded in doctrine, tactics, techniques, and procedures of the various MOSs within the CMF as well as their application to Joint Fires. Additionally, SGM/CSM must focus on mastery of mentoring, education, and development at both the operational and strategic level. They must be masters of war fighting and fire support skills, while growing capabilities to serve as operational, strategic, and fires leaders for the Army and Joint Forces. Field Artillery Sergeants Major should consider finishing their advanced degree. For additional information on self-development, refer to Chapter 3.

(d) *Additional training.* Ranger School, Keystone Course, CSM/SGM Force Management Course, SEJPME II, and Fires PCC.

(e) *Special assignments.* Broadening assignments are crucial in developing leaders with a wider range of experiences and skills who can operate in ever-changing environments. These assignments include: 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.