



**DA Pam 600-25**  
**NCO Professional Development**  
**Board Brief**



U.S. ARMY

# CMF 18 Talent Development Model



Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
Key Development Leadership Positions	18B/C/D/E30 JUNIOR ON AN SFODA				18B/C/D/E/F40 SENIOR ON AN SFODA				SFODA/E/G/SMU TM SGT			SF CO SGM / SMU TROOP SGM		BN CSM, GROUP CSM GO LEVEL (002) CSM	
Military & Civilian Education	DLC 1 BLC		DLC 2 ALC		DLC 3 SLC		DLC 4 MLC		DLC 5 USASMA/JSOFSEA		DLC 6		Nom		
	60+ Semester Hour Goal					90+ Semester Hour Goal									
Broadening Assignments	<p><b>Nominative:</b> Drill Sergeant, Recruiter</p> <p><b>Mission Essential:</b> All other SSG positions not previously listed.</p>		<p><b>Nominative:</b> SFOD-ATM SGT, Human Resources Command (HRC) Career Management NCO, Special Forces Proponent Personnel Career Manager, and any SFC filling a nominative or critical MSG billet.</p> <p><b>Mission Critical:</b> SR Instructor Writer at SF SLC; Committee or Field Team NCOIC at Robin Sage, MOS, SUT, and SFAS.</p> <p><b>Mission Essential:</b> All other SFC positions not previously listed.</p>				<p><b>Nominative:</b> Human Resources Command (HRC) Senior Talent Management NCO, Special Forces Proponent Personnel Senior Career Manager; 1SGs in the following assignments: USASOC HHC, 1<sup>st</sup> SFC (A) HHC, SWCS HHC, A CO 4/1 SWTG(A) (STUDENT COMPANY), 18A committee, SF SLC, ARSOF BLC, SERE and Operational Group HHCs; E-1/1 SWTG(A) Company NCOIC (A&amp;S SGM), and any MSG filling a nominative or critical SGM billet.</p> <p><b>Mission Critical:</b> All other 1SG positions; S3 Ops SGTs at Operational Groups and BNs; SFOD-B Ops SGT in the operational groups; NCOA SLC Ops Sgt and MLC Chief instructor; Chief instructor/writer at Robin Sage, MOS, SUT and SFAS; NCOIC/Chief Instructor at MFFIC, MFFPC, MFFJM, SFARTAETC, and SFSC; SFUWO Ops Sgt.</p> <p><b>Mission Essential:</b> All other MSG positions not previously listed.</p>				<p><b>Nominative:</b> SF Proponent SGM; G3 SGM at USASOC, 1<sup>st</sup> SFC(A), and SWCS; J3 SGMs at a TSOC; Group S3 SGMs at Special Forces Groups and Special Warfare Training Groups.</p> <p><b>Mission Critical:</b> Company SGMs at Robin Sage and SUT; Battalion S3 SGM at operational Groups, G8, IG, SMU.</p> <p><b>Mission Essential:</b> All other SGM positions not previously listed.</p>				
Military Training	Ranger, Pathfinder, Sapper, Military Free Fall (MFF), Combat Diver (CDQC), Advanced Special Operations Techniques (ASOT II), Special Forces Sniper Course (SFSC II), SF Summer and Winter Mountaineering Course, Combat Diving Medical Technician Course, JTAC, SMU TRNG Course (OTC), ADV Lang TRNG (ATLC), SF Sniper Course (SFSC), SF ADV Recon TGT Analysis Exploitation Tech Course (SFARTAETC), Instructor Training Course (ITC) formerly Instructor Preparation Course (IPC), Military Free Fall JM (MFFJM), Combat Dive Supervisor Course (CDSC), SF Intel SGT Course (18F), MFF Advanced Tactical Infiltration Course (ATIC), Advanced Special Operations Techniques (ASOT III), ASOT Manager Course, Multi-Purpose Canine Handlers Course (MPCHC), Special Warfare TRNG Course (SWTCC/ Pre-requisite for RSE), Operational Design Course, Network Design, Military Free Fall Advanced Course (Instructor course), Drill Sergeant, Recruiter. (SEE APPENDIX B OF DA PAM 600-25 for full list of courses)														
Qualifications Maintained	Language Proficiency (DLPT/ OPI) 1+/1+ Within last 12 months						Language Proficiency (DLPT/ OPI) Within last 12 months						Language Proficiency (DLPT/ OPI) No Requirement		
	ACFT Standards per Army Regulation for PME: BLC, ALC, SLC, MLC (360 Overall Score; with 60/60/60/60/60/60) Minimum ACFT Standard for Promotion: 480 Overall Score														





# MOS 18B, C, D, E, F, Z



**18B:** The Special Forces Weapons Sergeant employs and maintains U.S. and foreign small arms, light and heavy crew-served direct and indirect weapons, anti-aircraft, and anti-armor weapons.

**18C:** The Special Forces Engineer Sergeant employs offensive/defensive combat engineer capabilities.

**18D:** The Special Forces Medical Sergeant trains and maintains proficiency serving as a non-physician medical provider independent of a medical officer, provides life-saving care for multi-system trauma patients and treats life threatening acute illnesses.

**18E:** The Special Forces Communications Sergeant provides conventional and unconventional tactical communications support during unilateral, combined, coalition, joint, interagency and multinational operations.

**18F:** The Special Forces Intelligence Sergeant prepares intelligence estimate (analysis) during mission planning and preparation (isolation).

**18Z(MSG):** The Special Forces Operations Sergeant is the senior NCO of the SFODA, SFODE, SFODG, or SMU Team and is responsible for all administrative, operational, and training requirements of the detachment in peacetime and war.

**18Z(SGM):** The Special Forces Operations Sergeant is the senior Non-Commissioned Officer of a Special Forces Company (O-4 level of command) or serves as an Operations Sergeant at the various levels of command from the battalion level through various senior level headquarters.

**18Z(CSM):** The Special Forces Operations Sergeant is the senior Non-Commissioned Officer of a Special Forces Battalion (O-5 level of command) or Group (O-6 level of command) and are the primary advisor to the commander and their staff on all matters pertaining to enlisted personnel, individual training, and advance skills training.



# MOS 18B, C, D, E, F, Z



## LEADERSHIP POSITIONS

### Key Development

#### **Most Qualified (Superior Performance and Potential) looks like:**

**SFC:** The MQ SFC must have 48 months of cumulative time on an SFOD-A, SFOD-E, SFOD-G, or SMU with additional time in a nominative or mission critical position. Must have pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater (consistently exceeds the standard).

**MSG:** The MQ MSG must have 36 consecutive months **OR** have 24 months or more as a Team Sergeant with 12 months of additional time in a nominative position or mission critical position. SMU SF MSGs must successfully serve no less than 60 months within the SMU and possess the SQI of either "D" or "T," or serve as a SMU Case Officer. Must have a pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater (consistently exceeds the standard).

**SGM/CSM:** The MQ SGM must have 12 months or more as an SF Company or SMU SGM with 12 months of additional time in a nominative position.

#### **Highly Qualified (Outstanding Performance and Potential) looks like:**

**SSG:** The HQ SSG must have 24 months on an SFOD-A and a pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater (consistently exceeds the standard).

**SFC:** The HQ SFC must have 48 months of cumulative time on an SFOD-A, SFOD-E, SFOD-G, or SMU and a pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater (consistently exceeds the standard).

**MSG:** The HQ MSG must serve 24 consecutive months or more as a Team Sergeant on an SFOD-A, SFOD-E, or SFOD-G. SMU SF MSGs must successfully serve no less than 48 months within the SMU and possess the SQI of either "D" or "T," or serve as a SMU Case Officer. Must have a pattern of clearly stated strong, quantifiable ratings and enumerations by the Senior Rater (consistently exceeds the standard).

**SGM/CSM:** The HQ SGM have 24 consecutive months **OR** have 12 months or more as an SF Company or SMU SGM with 12 months of additional time in a critical position.



# MOS 18B, C, D, E, F, Z



## ASSIGNMENTS

### **Most Qualified (Superior Performance and Potential) looks like:**

**SSG:** Recruiter, Drill Sergeant

**SFC:** SFOD-A TM SGT, Human Resources Command (HRC) Career Management NCO, Special Forces Proponent Personnel Career Manager, and any SFC filling a nominative or critical MSG billet.

**MSG:** Human Resources Command (HRC) Senior Talent Management NCO, Special Forces Proponent Personnel Senior Career Manager; 1SGs in the following assignments: USASOC HHC, 1st SFC (A) HHC, SWCS HHC, A CO 4/1 SWTG(A) (STUDENT COMPANY), 18A committee, SF SLC, ARSOF BLC, SERE and Operational Group HHCs; E-1/1 SWTG(A) Company NCOIC (A&S SGM), and any MSG filling a nominative or critical SGM billet.

**SGM/CSM:** SF Proponent SGM; G3 SGM at USASOC, 1st SFC(A), and SWCS; J3 SGMs at a TSOC; Group S3 SGMs at Special Forces Groups and Special Warfare Training Groups.

### **Highly Qualified (Outstanding Performance and Potential) looks like:**

**SFC:** SR Instructor Writer at SF SLC; Committee or Field Team NCOIC at Robin Sage, MOS, SUT, and SFAS.

**MSG:** All other 1SG positions; S3 Ops SGTs at Operational Groups and BNs; SFOD-B Ops SGT in the operational groups; NCOA SLC Ops Sgt and MLC Chief instructor; Chief Instructor/Writer at Robin Sage, MOS, SUT and SFAS; NCOIC/Chief Instructor at MFFIC, MFFPC, MFFJM, SFARTAETC, and SFSC; SFUWO Ops Sgt.

**SGM/CSM:** Company SGMs at Robin Sage and SUT; Battalion S3 SGM at operational Groups, G8, IG, SMU.



# MOS 18B, C, D, E, F, Z



## PHYSICAL FITNESS

**Highly Qualified (Outstanding Performance and Potential) looks like:**

**SSG-CSM:** Must meet Height and Weight IAW AR 600-9 and pass the ACFT with a total score of 570 or better.

## MILITARY / CIVILIAN EDUCATION

**Highly Qualified (Outstanding Performance and Potential) looks like:**

**SSG:** Must complete DLC (SSD) 3. Special consideration should be given to those SSGs who have earned 60 credit hours or a trade skill certificate.

**SFC:** Must complete DLC (SSD) 4. Special consideration should be given to those SFCs who have earned 90 credit hours or a trade skill certificate.

**MSG:** Must complete DLC (SSD) 5. Special consideration should be given to those MSGs who have earned 90 credit hours or a trade skill certificate.

**SGM/CSM:** USASMA or JSOFSEA complete. Special consideration should be given to those SGMs who have earned 90 credit hours, an Associate's degree, or a trade skill certificate.

**Note:** Special consideration should be given to those SMs who achieve Distinguished Honor Graduate, Honor Graduate, Commandant's List, or is the Leadership Awardee at PME and MOS enhancing courses.



# MOS 18B, C, D, E, F, Z



## TRAINING

### **Highly Qualified (Outstanding Performance and Potential) looks like:**

**SSG:** Must have one or more advanced skill. Special consideration should be given to those SSGs who are a jumpmaster.

**SFC:** Must have two or more advanced skills. Must be a jumpmaster.

**MSG:** Must have two or more advanced skills. Must be a jumpmaster.

**SGM/CSM:** Must be a jumpmaster.

**Advanced Skills:** Ranger, Pathfinder, Sapper, Military Free Fall (MFF), Combat Diver (CDQC), Advanced Special Operations Techniques (ASOT II), Special Forces Sniper Course (SFSC II), SF Summer and Winter Mountaineering Course, Combat Diving Medical Technician Course, JTAC, SMU TRNG Course (OTC), ADV Lang TRNG (ATLC), SF Sniper Course (SFSC), SF ADV Recon TGT Analysis Exploitation Tech Course (SFARTAETC), Instructor Training Course (ITC) formerly Instructor Preparation Course (IPC), Military Free Fall JM (MFFJM), Combat Dive Supervisor Course (CDSC), SF Intel SGT Course (18F), MFF Advanced Tactical Infiltration Course (ATIC), Advanced Special Operations Techniques (ASOT III), ASOT Manager Course, Multi-Purpose Canine Handlers Course (MPCHC), Special Warfare TRNG Course (SWTCC/ Pre-requisite for RSE), Operational Design Course, Network Design, Military Free Fall Advanced Course (Instructor course), Drill Sergeant, Recruiter. (SEE APPENDIX B of DA PAM 600-25 for full list of courses).

**Note:** Special consideration should be given to those SMs who achieve Distinguished Honor Graduate, Honor Graduate, Commandant's List, or is the Leadership Awardee at PME and MOS enhancing courses.





# MOS 18B, C, D, E, F, Z



## LANGUAGE

### **Highly Qualified (Outstanding Performance and Potential) looks like:**

**SSG/SFC:** Must meet the language proficiency standard (per AR 11-6, 1-15 m and USASOC Reg 350-1, 4-5 a) by scoring 1+ on the Oral Proficiency Interview (16 in Speak) or 1+/1+ on the Defense Language Proficiency Test (16 in Read and Listen) within 12-months as reflected on the Soldier Record Brief. Special consideration should be given to those who score above the standard.

**MSG:** Must meet the language proficiency standard (per AR 11-6, 1-15 m and USASOC Reg 350-1, 4-5 a) by scoring 1+ on the Oral Proficiency Interview (16 in Speak) or 1+/1+ on the Defense Language Proficiency Test (16 in Read and Listen) within 12-months as reflected on the Soldier Record Brief.

**SGM/CSM:** N/A

## OTHER INDICATORS

Special consideration should be given to those SMs, regardless of rank, who set themselves ahead of their peer group who competed in and achieved accolades from competitions such as the U.S. Army Best Medic Competition, U.S. Army Best Ranger Competition, U.S. Army Best Sapper Competition, U.S. Army Best Warrior/Best Squad Competition, U.S. Army Best Sniper Competition, USASOC Best Sniper Competition, Soldier and Non-Commissioned Officer of the Month, Quarter, and Year boards, and other similar competitions or who have been accepted into the Sergeant Audie Murphy board.