



# 94A Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

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22

24

26

28

30

<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Team Chief Squad Leader LC MSL Repairer</p> <p>Section Sergeant Team Chief LC MSL System Foreman</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3 (yellow boxes)</p> <p>BLC, ALC, SLC (green boxes)</p> <p>Associate's Degree, Bachelor's Degree (blue boxes)</p> <p>CompTIA Certs, Certified Electronics Technician, Basic Electricity and Electronics Certs, ETA Fiber Optics and Data Cabling Certs, RADAR Electronics Technicians, Certified Manager Cert, Project Management Program, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</p>
<p><b>Critical Development</b></p>	<p>LC MSL Repairer TOW Field Tst Set Repairer</p> <p>LC MSL System Foreman LC MSL System NCO Tech Intel Analyst</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Operations Sergeant, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Warrior Transition Unit NCO, Training With Industry Program (SSG), Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Tactical Combat Casualty Care, HAZMAT, Demonstrated Logistician, US Military Apprenticeship, Culture and Language Training</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



U.S. ARMY

# MOS 94A



The Land Combat Electronic Missile System Repairer performs or supervises maintenance on the Improved Target Acquisition System, Javelin, Long Range Advanced Scout Surveillance System (LRAS3), Modified Improved Target Acquisition System (MITAS), related night sights, and ancillary test equipment. Skills include performing Quality Control (QC) measures, inspecting, testing, and adjusting components to specific tolerances. Repairs unserviceable items by removing and replacing defective components and parts. Repairs unserviceable optical and infrared components by aligning, adjusting, removing and replacing defective modules and assemblies. Personnel learn to determine shortcomings and malfunctions in electronic, electrical, mechanical, pneumatic, optical, and electro-mechanical assemblies, sub- assemblies, modules, and circuit elements.

## **LEADERSHIP POSITIONS**

### **Most qualified looks like:**

**SSG:** More than 24 months Land Combat Electronic Missile System Foreman; Platoon Sergeant; excelled in key staff assignments ie. Battalion/ Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 12 months Land Combat Electronic Missile System Foreman; Team Chief

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94A



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94A



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Drill Sergeant; Instructor/writer; Recruiter; Ranger Training; Observer Controller-Trainer; Training Developer; Special Mission Support; Special Operations Support; AC/RC advisor; Advise and Assist NCO; Joint/Strategic Assignments; Land Combat Electronic Missile System (LC MSL) Team Chief; Squad Leader; Platoon Sergeant; Land Combat Missile System Foreman; Shop Foreman; Operations Sergeant; Defense Attaché, Special Missions Unit (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94A



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA  
**SFC:** NCOs at this grade refer to MOS 94W  
**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course  
**SFC:** NCOs at this grade refer to MOS 94W  
**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z


## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations  
**SFC:** NCOs at this grade refer to MOS 94W  
**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94D Talent Development Model (See 94Z for MSG/SGM)

Years of Service    2            4            6            8            10          12          14          16          18          20          22          24          26          28          30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Squad Leader ATC Equipment Repairer</p> <p>Section Sergeant Team Chief ATC System Maintenance Supervisor</p> <p>Detachment Sergeant Maintenance Evaluator ATC System Maintenance Supervisor</p> <p><small>NOTE: Successfully held positions of greater responsibility and grade look</small></p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1            DLC 2            DLC 3            DLC 4</p> <p>BLC            ALC            SLC            MLC</p> <p>Associate's Degree            Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, FAA Flight Certs, RADAR Electronics Technician, Project Management Program, Basic Electricity and Electronics Certs, Aircraft Electronics Technician Certs, ETA Fiber Optics and Data Cabling Certs, Lean Six Sigma</p> <p><small>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</small></p>
<p><b>Critical Development</b></p>	<p>ATC Equipment Repairer            ATC System Maintenance Supervisor Team Chief Section Sergeant</p> <p>Maintenance Evaluator ATC System Maintenance Supervisor ATC Maintenance NCO Flight Inspection</p> <p><small>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</small></p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Training Management NCO, Drill Sergeant, Recruiter</p> <p>Instructor, Maintenance Training NCO, Observer Controller Trainer, SHARP Coordinator, EO Advisor, IG NCO, Ranger</p> <p>Defense Attaché, Special Missions Unit, Warrior Transition Unit NCO, Training With Industry Program (SSG-SFC), Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Production Control Clerk, HAZMAT, Tactical Combat Casualty Care, Battle Staff, Culture and Language Training, US Military Apprenticeship Program, Demonstrated Logisticians</p> <p><small>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</small></p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94D



The Air Traffic Control (ATC) Equipment Repairer performs maintenance and installation of ATC communications, navigation aids (NAVAIDS), and landing systems. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. Ensures ATC equipment is ready for Federal Aviation Administration (FAA) flight inspections.

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** More than 24 months ATC system maintenance supervisor; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. BN/BDE Operations Sergeant/NCO; served in positions above grade.

**SFC:** More than 24 months ATC system maintenance supervisor; Detachment Sergeant; Flight Technical Inspector; Maintenance Evaluator; excelled in key assignments outside of MOS ie. BN/BDE or higher Operations Sergeant/NCOIC; served in positions above grade.

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 24 months Team Chief

**SFC:** More than 12 months ATC system maintenance supervisor

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z





U.S. ARMY

# MOS 94D



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG/SFC:** ACFT score of 540 or above with 90 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG/SFC:** ACFT Score of 480 or above with 80 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** Exceeded SLC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree; completed SPO Phase II; consistent enrollment in military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** Exceeded SLC course standards; Commandant's List; working towards Associate's Degree completion; completed military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94D



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Drill Sergeant; Instructor/writer; Recruiter; Ranger Training; Training Developer; AC/RC advisor; Advise and Assist NCO; Training Management NCO; Special Mission Support; Security Forces Assistance Brigade; Squad Leader; Platoon Sergeant

**SFC:** AIT Platoon Sergeant; Instructor/writer; Recruiter; Advise and Assist NCO; Observer Controller- Trainer; Special Mission Support; Joint/Strategic Assignments; Security Forces Assistance Brigade; Platoon Sergeant; Maintenance Control Supervisor; Maintenance Evaluator; Air Traffic Control Systems Evaluator; Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94D



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA.

**SFC:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; Joint Logistics Course; Master Fitness Trainer; SHARP-VA; SPO Phase II.

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG/SFC:** Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior or Master Instructor Badge; Additional duties annotated on evaluations

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94E Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


22

24

26

28

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<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Team Chief Squad Leader Sr Radio Equipment Repairer</p> <p>Section Sergeant Team Chief Squad Leader</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3 BLC, ALC, SLC Associate's Degree, Bachelor's Degree CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, ETA Fiber Optics and Data Cabling Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>Sr Radio Equipment Repairer Electronics Technicians Radio Equipment Repairer</p> <p>Radio Equipment Repair Supervisor Radio Maintenance NCO Radio &amp; Communications Repairer Tech Intel Analyst</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Operations Sergeant, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), SOF Enabler, White House Communications Agency, Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, HAZMAT, Tactical Combat Casualty Care, Culture and Language Training, US Military Apprenticeship Program, Demonstrated Logistician</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94E



The Radio Equipment Repairer performs or supervises maintenance of radio receivers, transmitters, and other associated equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components. Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities. They are only located in maintenance units and leadership assignments are limited due to this being a low density MOS.

### LEADERSHIP POSITIONS

#### **Most qualified looks like:**

**SSG:** More than 24 months Radio Equipment Repairer Supervisor; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. BN/BDE Operations Sergeant/ NCO; Detachment Sergeant; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

#### **Highly qualified looks like:**

**SSG:** More than 12 months Radio Equipment Repairer Supervisor

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94E



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded SLC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses.

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded SLC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94E



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Drill Sergeant; Instructor/writer; Recruiter; Training Developer; Observer Controller- Trainer; AC/RC advisor; Advise and Assist NCO; Special Mission Support; Special Operations Support; SFAB; Joint/Strategic Assignments; White House Communications Agency; Special Agency DIA, DISA; Squad Leader; Platoon Sergeant; Team Chief; Section Chief; Shop Foreman; Radio Repair Supervisor; Technical Inspector; Installer Maintainer; Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit (WTU)  
NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94E



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# 94F Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

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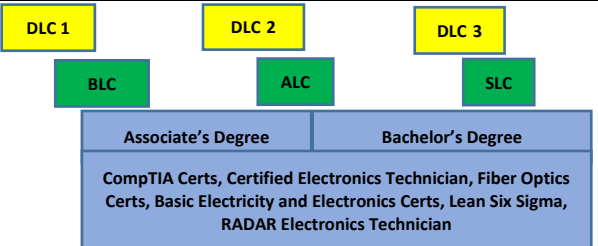
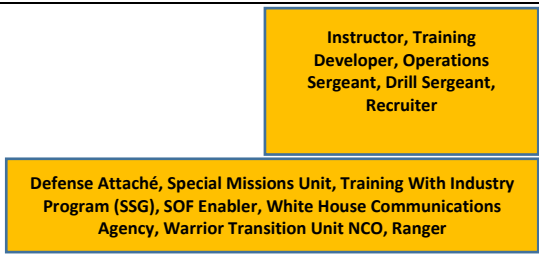
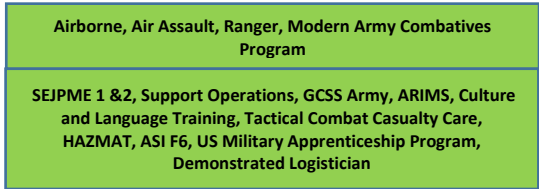
22

24

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<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief Computer/Detection System Repairer</p>		<p>Section Sergeant Shop Foreman Computer/Detection System Repair Supervisor Team Chief</p>							
	<p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>									
<p><b>Military/Civilian Education</b></p>										
	<p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>									
<p><b>Critical Development</b></p>	<p>Computer Detection/System Repairer</p>		<p>Computer Detection/System Repairer Supervisor Electronic Maintenance NCOIC COMSEC Repairer Tech Intel Analyst</p>							
	<p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>									
<p><b>Broadening Opportunities</b></p>										
<p><b>Military Training</b></p>										

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](https://www.army.mil/g1/personnel) for additional guidance and visit [Army COOL Home \(osd.mil\)](https://cool.osd.mil) for a complete list of certifications.



# MOS 94F



The Computer/Detection Systems Repairer performs or supervises maintenance and repair on special electronic devices to include night vision equipment, mine detectors, scattering systems, electronic distance and azimuth orienting devices, battlefield illumination devices, electronic azimuth determining devices, and NBC warning and measuring devices. Additionally, the 94F performs maintenance and repair on microcomputers and electromechanical telecommunications terminal equipment, facsimile machines, FA digital devices, global positioning system receivers, manual and semiautomatic unit level switchboards, telephones, associated wire instruments and equipment and other associated equipment and devices

### LEADERSHIP POSITIONS

#### **Most qualified looks like:**

**SSG:** More than 24 months Computer/Detection Systems Supervisor; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. BN/BDE Operations Sergeant/NCO; Detachment NCO; served in positions above grade.

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

#### **Highly qualified looks like:**

**SSG:** 12 or more months Computer/Detection Systems Supervisor.

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94F



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94F



**ASSIGNMENTS**

Broadening and Critical Leader Development

**SSG:** Drill Sergeant, Recruiter, Ranger Training, Computer/ Detection System Repairer Supervisor, Electronic Maintenance NCOIC, COMSEC Repairer, and Technical Intel Analyst, Instructor, Training Developer, Defense Attaché, SOF Enabler, White House Communications Agency (WHCA), Special Missions Units (SMU), Warrior Transition Unit

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94F



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; White House Communications Agency; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94H Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

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<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief TMDE Sergeant</p> <p>Section Sergeant Shop Foreman TMDE QA/QC TI Team Chief</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3</p> <p>BLC, ALC, SLC</p> <p>Associate's Degree, Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>TMDE Sergeant, TMDE QA/QC TI, Calibration Specialist</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Operations Sergeant, ALC SGL, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Tactical Combat Casualty Care, Safety Course, HAZMAT, Culture and Language Training, US Military Apprenticeship Program, Demonstrated Logistician</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94H



The TMDE maintenance support specialist performs and supervises duties involving the calibration and repair of general purpose TMDE, selected special purpose TMDE, radiation detecting, indicating, and computing (RADIAC) equipment, and calibration standards and accessories. Operates TMDE and calibration standards. Operates and performs PMCS on assigned vehicles. Operates and performs calibration and repair of general purpose TMDE calibration standards and calibration accessories at all maintenance levels; operates and performs PMCS on organization equipment such as; vehicles, power generators, and other special purpose support equipment.

## **LEADERSHIP POSITIONS**

### **Most qualified looks like:**

**SSG:** More than 24 months Team Chief; TMDE QA/QC TI; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. BN/BDE Operations Sergeant/NCO; served in positions above grade.

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 12 months Team Chief, Section Sergeant

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94H



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z





# MOS 94H



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** ALC Small Group Leader; Drill Sergeant; Instructor/writer; Recruiter; Training Developer; AC/RC advisor; Advise and Assist NCO; Special Mission Support; Joint/Strategic Assignments; Squad Leader; Team Chief; Platoon Sergeant; Shop Foreman; Test Measurement Diagnostic Equipment (TMDE) QA/QC Technical Inspector; TMDE Sergeant

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

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



# MOS 94H



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; CoE during USATA inspection; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94M Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


22

24

26

28

30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief Radar Repairer</p> <p>Section Sergeant Shop Foreman Team Chief Radar Repair Supervisor</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3</p> <p>BLC, ALC, SLC</p> <p>Associate's Degree, Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>Radar Repairer, Radar Repair Supervisor</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Operations Sergeant, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Demonstrated Logistician, Tactical Combat Casualty Care, HAZMAT, Culture and Language Training, US Military Apprenticeship</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



U.S. ARMY

# MOS 94M



The Radar Repairer performs or supervises field level maintenance on sentinel and fire finder radar, electronic assemblies, and associated equipment. Troubleshoots the sentinel and fire finder radar assemblies, subassemblies, modular and circuit elements with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts of these systems. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Determines serviceability and disposition of sentinel and fire finder radar system assemblies, subassemblies, and parts. Performs initial, in-process, on-site technical and QC inspections. Prepares and maintains equipment logs, equipment modification and utilization records, exchange tags, and calibration data cards.

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** More than 24 months Radar Repair Supervisor; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/ Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 12 month Radar Repair Supervisor

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94M



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses.

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94M



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Drill Sergeant; Instructor/writer; Recruiter; Training Developer; AC/RC advisor; Advise and Assist NCO; Observer Controller-Trainer; Special Mission Support; Special Operations Support; SFAB; Joint/Strategic Assignments; Radar QA/QC Technical Inspector; Squad Leader; Team Chief; Platoon Sergeant; Radar Repair Supervisor; Operations Sergeant

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

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



# MOS 94M



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94P Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


22

24

26

28

30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief MLRS</p> <p>Section Sergeant MLRS Foreman Team Chief</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3</p> <p>BLC, ALC, SLC</p> <p>Associate's Degree, Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>MLRS Repairer, MLRS Repair Foreman Tool Control</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Operations Sergeant, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPM 1 &amp; 2, Support Operations, GCSS Army, ARIMS, HAZMAT, Culture and Language Training, Tactical Combat Casualty Care, US Military Apprenticeship Program, Demonstrated Logistician</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.





# MOS 94P



The MLRS Repairer performs or supervises field level maintenance on Multiple Launch Rocket System (MLRS), HIMARS Self-Propelled Loader/Launcher (SPLL), launcher pod/container (LP/C) trainer, and test support group. Troubleshoots SPLL and the launcher loader module (LLM) electrical, electronic, mechanical assemblies, modules and interconnecting cables to isolate malfunctions. Replaces or repairs electrical, hydraulic and mechanical assemblies, modules, and cables determined to be faulty. Uses breakout boxes and BITE for fault isolation and verification or adjustment of electrical assemblies and modules of LLM. Repairs, replace chassis mounted components on units under test. Operates system cable tester, Performs unit maintenance on system peculiar test, training, and ancillary equipment. Assists automatic test equipment operator in fault isolating LLM electronic modules and assemblies to component level at organizational level. Prepares and maintains equipment logs, equipment modification and utilization records, exchange logs, and calibration data cards. Completes maintenance and supply forms and records

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** More than 24 months Multiple Launch Rocket System Foreman; Platoon Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** 12 or more months Multiple Launch Rocket System Foreman

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94P



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94P



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Drill Sergeant, Recruiter, Ranger Training; Instructor, Training Developer; Multiple Launch Rocket System (MLRS) Repair Foreman; Tool Control; Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

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



# MOS 94P



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at these grades refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94R Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


22

24

26

28

30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief Avionic Systems Repairer</p> <p>Section Sergeant Shop Foreman Team Chief Avionic Systems Repair Supervisor</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3</p> <p>BLC, ALC, SLC</p> <p>Associate's Degree, Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>Avionic Systems Repairer      Avionics Systems Repair Supervisor</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Tactical Combat Casualty Care, HAZMAT, US Military Apprenticeship Program, Demonstrated Logistician, Culture and Language Training</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94R



The avionics and survivability equipment repairer performs field level maintenance on avionic navigation flight control systems, stabilization systems, equipment that operates using radar principles, and aircraft survivability equipment. Soldiers use test equipment to determine operational condition and uses troubleshooting methods to determine location and extent of equipment faults. Repairs defective equipment by adjusting, aligning, repairing, or replacing defective components Soldiers use skills to test repaired equipment to ensure compliance with technical specifications and if required evacuates equipment and components to higher level repair activities.

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** More than 24 months Avionic System Repair Supervisor; Shop Foreman; Team Chief; Section Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 12 months Avionic System Repair Supervisor

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94R



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grades refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94R



## ASSIGNMENTS

### Broadening and Critical Development

**SSG:** Instructor, Recruiter, Training Developer, Drill Sergeant, Recruiter, Ranger Training, Avionics Systems Repair Supervisor, Shop Foreman, Team Chief, Section Sergeant, Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z





# MOS 94R



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94S Talent Development Model (See 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


22

24

26

28

30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Squad Leader Patriot System Repairer Team Chief Section Sergeant</p> <p>Section Sergeant Team Chief Shop Foreman IFF/Patriot System Repairer</p> <p>Platoon Sergeant Patriot Missile Maintenance NCO</p> <p><i>NOTE: Successfully held positions of greater responsibility and grade look</i></p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3, DLC 4 (Yellow boxes)</p> <p>BLC, ALC, SLC, MLC (Green boxes)</p> <p>Associate's Degree, Bachelor's Degree (Blue boxes)</p> <p>CompTIA Certs, Certified Electronics Technician, FAA Flight Cert, Lean Six Sigma, RADAR Electronics Technician, Fiber Optics Certs, Data Cabling Installer Cert (Blue box)</p> <p><i>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</i></p>
<p><b>Critical Development</b></p>	<p>Patriot System Repairer, IFF/Patriot System Repairer, IFF/Patriot Technical Inspector, Patriot Missile Maintenance NCO</p> <p><i>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</i></p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Operations Sergeant, Drill Sergeant, Recruiter</p> <p>Instructor, Training Developer, Drill Sergeant, EO Advisor, IG NCO, SHARP Coordinator</p> <p>Defense Attaché (SSG-SFC), Special Missions Unit, Warrior Transition Unit NCO, Training With Industry Program (SSG-SFC), Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Culture and Language Training, US Military Apprentice Program, Tactical Combat Casualty Care, HAZMAT, Demonstration Logistician</p>

**NOTE:** Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](https://www.army.mil/Personnel) for additional guidance and visit [Army COOL Home \(osd.mil\)](https://www.army.mil/COOL) for a complete list of certifications.



# MOS 94S



The Patriot System Repairer performs and supervises field level maintenance on the Patriot Missile System, associated equipment, and trainers. Patriot Repairers perform field level maintenance on the Patriot Information and Coordination Central, engagement control station, radar set, Antenna Mast Group, Launching Station (LS) and Communications Relay GP. Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules, and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi-automatic programs, maintenance diagnostic software, unit self-test and BITE. Develops specialized computer software tests to suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies, subassemblies, modules, and circuit elements. Repairs unserviceable items by removing and replacing defective components. Operates and performs unit level maintenance on standard and system peculiar test equipment. Performs QC measures and serves on maintenance and inspection teams. Completes maintenance and supply forms.

### LEADERSHIP POSITIONS

#### **Most qualified looks like:**

**SSG:** 24 or more IFF/Patriot System Repairer; Shop Foreman; Team Chief; Section Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** 24 or more months Patriot Missile Maintenance; Platoon Sergeant; excelled in key assignments outside of MOS ie. BN/BDE or higher Operations Sergeant /NCOIC; served in positions above grade

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

#### **Highly qualified looks like:**

**SSG:** 12 or more months Patriot System Repair Supervisor

**SFC:** 12 or more months Section/Shop NCOIC

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94S



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG/SFC:** ACFT score of 540 or above with 90 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG/SFC:** ACFT Score of 480 or above with 80 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** Exceeded SLC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree; completed SPO PH II, consistent enrollment in military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** Exceeded SLC course standards; Commandant's List; working towards Associate's Degree completion; completed military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94S



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Instructor, Operations Sergeant, Drill Sergeant, Recruiter, Ranger Training, IFF/Patriot System Repairer, Shop Foreman, Team Chief, Section Sergeant, IFF/Patriot Technical Inspector, Defense Attaché, Special Mission Units (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** Instructor, Training Developer, Drill Sergeant, Equal Opportunity Advisor, Inspector General NCO, SHARP Coordinator, Ranger Training, Recruiter, Platoon Sergeant, Patriot Missile Maintenance NCO, Defense Attaché, Special Mission Unit (SMU), Warrior Transition Unit (WTU) NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94S



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** Battle Staff; Master Fitness Trainer; Combatives Level 3-4; MRT, SHARP-VA

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG/SFC:** Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94T Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20

22

24

26

28

30

<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Section Sergeant Squad Leader Team Chief Maintenance Supervisor</p> <p>Section Sergeant Shop Foreman Section Chief Team Chief</p> <p>NOTE: NCOERs that clearly articulate superior performance, technical prowess, and the ability to build effective teams are considered as highly favorable. Successfully held positions of greater responsibility and grade also look favorable.</p>
<p><b>Military/Civilian Education</b></p>	<p>DLC 1, DLC 2, DLC 3</p> <p>BLC, ALC, SLC</p> <p>Associate's Degree, Bachelor's Degree</p> <p>CompTIA Certs, Certified Electronics Technician, Fiber Optics Certs, Basic Electricity and Electronics Certs, RADAR Electronics Technician, Lean Six Sigma</p> <p>NOTE: Exceeded NCOES Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable.</p>
<p><b>Critical Development</b></p>	<p>Maintenance Supervisor, Section Chief</p> <p>NOTE: SSG's are required to complete 24 months of rated time in the one of the following positions in order to build the requisite KSB's to be successful in the next grade.</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor, Training Developer, Drill Sergeant, Recruiter</p> <p>Defense Attaché, Special Missions Unit, Training With Industry Program (SSG), Warrior Transition Unit NCO, Ranger</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Ranger, Modern Army Combatives Program</p> <p>SEJPME 1 &amp; 2, Support Operations, GCSS Army, ARIMS, Culture and Language Training, US Military Apprentice Program, Tactical Combat Casualty Care, HAZMAT, Demonstration Logistician</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94T



The Avenger System Repairer performs and supervises field level maintenance on Avenger System (less carrier and communications), Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and associated components. The Avenger Repairer performs QC measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests, and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic assemblies, modules, and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of assemblies, subassemblies, and parts. Removes and installs Servomotor/ Azimuth Gear Assembly.

### LEADERSHIP POSITIONS

#### **Most qualified looks like:**

**SSG:** 24 or more months Section Chief; Shop Foreman; Team Chief; Section Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

#### **Highly qualified looks like:**

**SSG:** 12 or more months Section Chief

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z





U.S. ARMY

# MOS 94T



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94T



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Instructor, Training Developer, Drill Sergeant, Recruiter, Ranger Training, Section Chief, Shop Foreman, Team Chief, Section Sergeant, Defense Attaché, Special Mission Unit (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

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



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# MOS 94T



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT; SHARP-VA

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94Y Talent Development Model (See 94W for SFC and 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


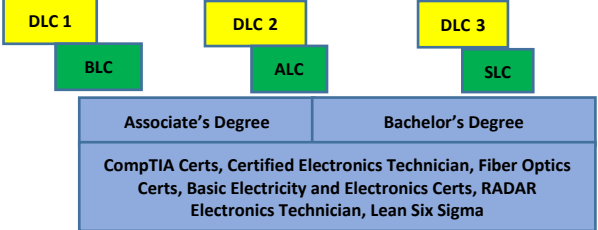
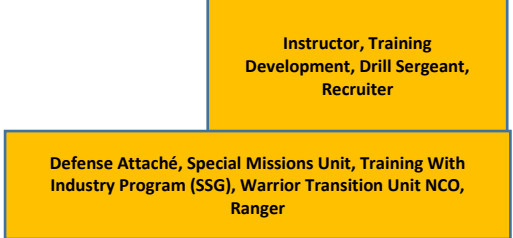
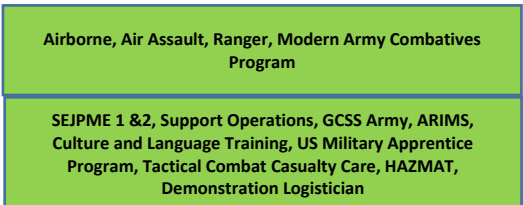
22

24

26

28

30

	
<b>Key Leadership Position</b> MQ rating and highly numerated ranking	Auto Tst Sys Op/Maint Squad Leader Team Chief Section Sergeant  NOTE: Successfully held positions of greater responsibility and grade look
<b>Military/Civilian Education</b>	 <p>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses for favorable</p>
<b>Critical Development</b>	Auto Tst Sys Op/Maint  NOTE: Successfully held positions of greater responsibility and grade look favorable the next grade.
<b>Broadening Opportunities</b>	
<b>Military Training</b>	

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94Y



The Automatic Test Systems Operator and Maintainer perform and supervise field level maintenance on the Base Shop Test Facility and AN/TSM-191. Performs field level electronic maintenance, adjustments, tests, fault isolation, and repairs of supported system LRUs, shop replaceable units (SRU) and TPS.

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** More than 24 months Shop Foreman, Team Chief, Section Sergeant; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** More than 12 months Section Chief/Supervisor

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94Y



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** ACFT score of 540 or above with 90 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** ACFT Score of 480 or above with 80 points in each event

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** Exceeded ALC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; some college towards a degree; consistent enrollment in military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Exceeded ALC course standards; Commandant's List; some college towards a degree; completed military education courses

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94Y



## ASSIGNMENTS

### Broadening and Critical Leader Development

**SSG:** Instructor, Training Developer, Drill Sergeant, Recruiter, Ranger Training, Shop Foreman, Team Chief, Section Sergeant, Defense Attaché, Special Missions Units (SMU), Warrior Transition Unit (WTU) NCO

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

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



# MOS 94Y



## TRAINING

### **Most qualified looks like:**

**SSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Master Fitness Trainer; MRT

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** Combat Life Saver; Combatives Level 1-2; HAZMAT; MFT; MRT; Safety Course

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; Senior Instructor Badge; Additional duties annotated on evaluations

**SFC:** NCOs at this grade refer to MOS 94W

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# 94W Talent Development Model (See 94Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20


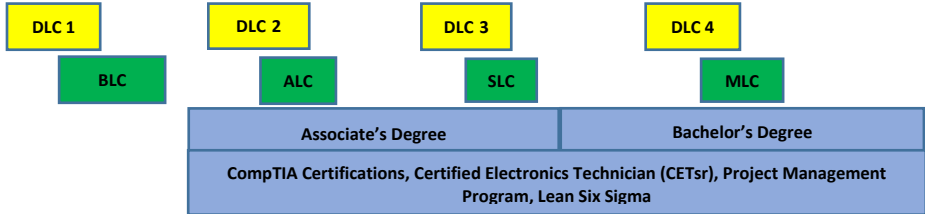
22

24

26

28

30

	
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Platoon Sergeant Electronics Maintenance Supervisor Electronics Maintenance Chief</p> <p>NOTE: Successfully held positions of greater responsibility and grade look</p>
<p><b>Military/Civilian Education</b></p>	 <p>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</p>
<p><b>Critical Development</b></p>	<p>Electronic Maintenance Supervisor Electronic Maintenance Chief Electronic Maintenance QA/QC TI Technical Maintenance Staff NCO Electronic Maintenance Staff NCO Platoon Sergeant</p> <p>NOTE: Successfully held positions of greater responsibility and grade look</p>
<p><b>Broadening Opportunities</b></p>	<p>Training Developer, Instructor, Operations NCO, ALC/SLC SGL, Senior Training Management NCO, Operations NCO, Training Management NCO, OPS Training NCO, Observer/Controller-Trainer</p> <p>Career Management NCO, Talent Management NCO, Drill Sergeant, EO Advisor, IG NCO, SHARP Coordinator, Ranger, Recruiter, Training with Industry</p> <p>Defense Attaché, White House Communications Agency, Secret Service Communications Support, Special Missions Unit, SOF Enabler, Warrior Transition Unit NCO</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, ARIMS, GCSS Army, How The Army Runs, Contracting Officer Representative Course, US Military Apprenticeship Program, SEJPME 1 &amp; 2, Support Operations, Battle Staff, Battle Staff, Demonstrated Master Logistician</p>

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94W



The Electronic Maintenance Supervisor supervises, monitors, and directs the electronic maintenance mission of the US Army. The Electronic Maintenance Supervisor performs or supervises field level maintenance on all Army standard electronic equipment, systems, and associated devices. Ensures regulatory compliance with DOD and national level directives governing IA policies and procedures. Manages a variety of maintenance facilities to include Area TMDE Support Teams and facilities. Ensures proper accountability of all COMSEC/CCI equipment and complies with Army and National Security Agency specifications and policies throughout the repair processes. Supervises and coordinates support maintenance on Tubular-Launched, Optically Tracked, Wire Guided Missile (TOW), Dragon, Improved Target Acquisition System, Bradley Fighting Vehicle System (BFVS), TOW Field test Set (TFTS), Javelin, Multiple Launch Rocket System (MLRS), HIMARS, Avenger, Surface-Launched Advanced Medium Range Air-to-Air Missile (SLAMRAAM), and Slew-to-Cue (STC) missile systems.

## LEADERSHIP POSITIONS

### **Most qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** More than 24 months Platoon Sergeant; Electronics Maintenance Supervisor, Electronics Maintenance Chief; excelled in key staff assignments outside of MOS ie. Battalion/Brigade Operations Sergeant/NCO; served in positions above grade

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** More than 12 months Electronic Maintenance Supervisor

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



U.S. ARMY

# MOS 94W



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** ACFT score of 540 or above with 90 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** ACFT Score of 480 or above with 80 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** Exceeded SLC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Associate's Degree; consistent enrollment in military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** Exceeded SLC course standards; Commandant's List; working towards Associate's Degree completion; completed military education courses

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94W



## ASSIGNMENTS

Broadening and Critical Leader Development

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** ALC/SLC SGL; Career Management , NCO, Talent Management NCO, Drill Sergeant, Equal Opportunity Advisor, Inspector General NCO, SHARP Coordinator, Ranger Training, Recruiter, Training Developer, Senior Instructor, Instructor, Operations NCO, ALC/SLC SGL, Senior Training Management NCO, Senior Course Management NCO, FABN MLRS Repair, OC/T, Training Management NCO (S&F), OPS Training NCO, Electronics Maintenance Supervisor, Electronics Maintenance Chief, Electronics Maintenance Staff NCO, Electronics Maintenance QA/QC TI, Technical Maintenance Staff NCO, Platoon Sergeant, Defense Attaché, White House Communications Agency (WHCA), Secret Service Communications Support, Special Missions Unit (SMU), SOF Enabler, Warrior Transition Unit (WTU) NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z



# MOS 94W



## TRAINING

### **Most qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; EOL; Joint Logistics Course; Lean Six Sigma; Master Fitness Trainer; MRT; SHARP-VA; SPO Phase II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

### **Highly qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** Combat Life Saver; Combatives Level 1-2; EOL; HAZMAT or Safety Courses; Maintenance Management Course; MFT; MRT; SHARP; SPO Phase I

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

## OTHER INDICATORS

### **Most qualified looks like:**

**SSG:** 94A; 94E; 94F; 94H; 94M; 94P; 94R; 94T; 94Y

**SFC:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; NCO of the Quarter/Year (BDE or Higher); Mixture of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; CoE during USATA inspection; Senior or Master Instructor; Additional duties annotated on evaluations

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 94Z

# 94Z5 & 94Z6 Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20

22

24

26

28

30

<b>Critical Leadership Position</b> MQ rating and highly numerated ranking	<b>First Sergeant Operations Sergeant</b>															<b>Command Sergeant Major</b>														
<b>Military/Civilian Education</b>	<p><i>NOTE: Successfully held positions of greater responsibility and grade look</i></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p><b>DLC 1</b></p> <p>BLC</p> </div> <div style="text-align: center;"> <p><b>DLC 2</b></p> <p>ALC</p> </div> <div style="text-align: center;"> <p><b>DLC 3</b></p> <p>SLC</p> </div> <div style="text-align: center;"> <p><b>DLC 4</b></p> <p>MLC</p> </div> <div style="text-align: center;"> <p><b>DLC 5</b></p> <p>SMC</p> </div> <div style="text-align: center;"> <p><b>DLC 6</b></p> <p>Nom</p> </div> </div> <div style="display: flex; justify-content: center; margin-top: 10px;"> <div style="border: 1px solid black; padding: 5px; margin: 0 10px;">Associate's Degree</div> <div style="border: 1px solid black; padding: 5px; margin: 0 10px;">Bachelor's Degree</div> <div style="border: 1px solid black; padding: 5px; margin: 0 10px;">Master's Degree</div> </div> <div style="border: 1px solid black; padding: 5px; margin-top: 10px; text-align: center; width: 100%;">                 Demonstrated Logistician Certification             </div> <p><i>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</i></p>																													
<b>Critical Development</b>	Senior Electronic Maint Supervisor Electronic Maint QA/QC TI Maint Control Sergeant Maint Staff NCO Missile Maint NCO Patriot System Evaluator Senior Flight Inspection Technician															System Manager Depot SGM Senior Capabilities Developer/Doctrine NCO Instructor														
<b>Broadening Opportunities</b>																<p><u>Special Assignments:</u> First Sergeant, Detachment Sergeant (SMU), Sr. Career Manager, USASOC, WHCA Support, Secret Service Support, and Ranger BN White House Communications Agency</p> <p><u>Overseas Contingency Operation:</u> Force Protection NCOIC, Convoy NCOIC, FOB Security NCO, Liaison NCO (LNO), Rear Detachment NCO.</p> <p><u>Nontraditional Assignments:</u> Observer/Controller-Trainer, WTU NCO, Advise/Assist, AC/RC NCO and Army Material Command assignments.</p>														
<b>Military Training</b>	<p><u>Self-Development:</u> Organizational Behavior, Personnel Management, Time Management, Army Operations.</p> <p><u>Institutional:</u> Airborne, Air Assault, Battle Staff NCO, Combatives, Safety Course, HAZMAT, Combat Lifesaver Course.</p> <p><u>Operational Training:</u> Recruiting, Drill Sergeant, Inspector General, Equal Opportunity, SHARP, Joint Logistics Course, Support Operations Course Phase1/2.</p>															<p><u>Self-Development:</u> Organizational Behavior, Personnel Management, Time Management, Army Operations.</p> <p><u>Institutional:</u> Airborne, Jump Master, Air Assault, Battle Staff NCO, Combatives, Safety Course, HAZMAT, Combat Lifesaver Course.</p> <p><u>Operational Training:</u> Recruiting, Drill Sergeant, Inspector General, Equal Opportunity, SHARP, Joint Logistics Course, Support Operations Course Phase1/2.</p>														

NOTE: Please refer to DA PAM 600-25 (CMF 94) at [U.S. Army G-1 | Personnel](#) for additional guidance and visit [Army COOL Home \(osd.mil\)](#) for a complete list of certifications.



# MOS 94Z



The Senior Electronic Maintenance Supervisor provides technical guidance to junior grade personnel in the accomplishment of their duties. Plans, coordinates, and supervises activities pertaining to training and technical operation of unit to which assigned. Interprets and supervises execution of policies and SOP, develops and reviews correspondence relating to support activities. Acts as a liaison to supported staff and commands

### LEADERSHIP POSITIONS

#### **Most qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** 12-18 months First Sergeant; 24 + months SR Electronic Maintenance Supervisor or Patriot System Evaluator; SR Flight Technical Inspector; Brigade or higher OPS Sergeant or Maintenance Staff NCO; TRNG Department NCOIC; served in positions above grade

**SGM:** Depot SGM; 24 + months Training Department SGM; 24 + months Combat Development SGM; Special Mission Unit SGM

**CSM:** 30 months in position

#### **Highly qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** 12 + SR Electronic Maintenance Supervisor or Patriot System Evaluator; First Sergeant; served in positions above grade

**CSM/SGM:** 12 + months in CSM/ SGM Billet; Chief Training Instructor/Developer/Writer; Training Department SGM; SR Systems Manager



U.S. ARMY

# MOS 94Z



## PHYSICAL FITNESS

### **Most qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG/SGM/CSM:** ACFT score of 540 or above with 90 points in each event

### **Highly qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG/SGM/CSM:** ACFT Score of 480 or above with 80 points in each event

## MILITARY/CIVILIAN EDUCATION

### **Most qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** Exceeded MLC Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Bachelor's Degree; consistent enrollment in military education courses

**SGM/CSM:** Exceeded SMA Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Master's Degree; consistent enrollment in military and civilian education courses

### **Highly qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** Exceeded MLC course standards; Commandant's List; working towards Bachelor's Degree completion; completed military ED courses.

**SGM/CSM:** Exceeded SMA course standards; Commandant's List; working towards Master's Degree completion; completed military ED courses





# MOS 94Z



## ASSIGNMENTS

Broadening and Critical Leader Development

**SFC:** 94D; 94S; 94W

**MSG:** Brigade SARC, Senior Career Management NCO, EOA, Senior Instructor, Chief Instructor, Training Developer, Combat Developer, Senior Electronic Maintenance Supervisor, Electronic Maintenance QA/QC Technical Inspector (TI), Maintenance Control Sergeant, Maintenance Control Sergeant, Maintenance Staff NCO, Missile Maintenance NCO, Patriot System Evaluator, Senior Flight Inspection Technician, Defense Attaché, White House Communications Agency (WHCA), Special Mission Unit (SMU)

**SGM/ CSM:** Senior Capabilities Developer/Doctrine NCO, Instructor, System Manager, Command Sergeant Major, Sergeant Major, Depot Sergeant Major



# MOS 94Z



## TRAINING

### **Most qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** Additional Duty Safety Officer Course; Battle Staff; Combatives Level 3-4; Joint Logistics Course; Lean Six Sigma; Master Fitness Trainer; MRT; SHARP-SARC; SPO Phase II; far excelled in various additional duties

**SGM/CSM:** Battle Staff; Combatives Level 3-4; Joint Logistics Course; Master Fitness Trainer; Safety Officer Course; SPO Phase II; SHARP-SARC; far excelled in various additional duties

### **Highly qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** SPO Phase II; Combatives Level 1-2; excelled in various additional duties

**SGM/CSM:** SPO Phase II; Combatives Level 1-2; excelled in various additional duties

## OTHER INDICATIONS

### **Most qualified looks like:**

**SFC:** 94D; 94S; 94W

**MSG:** Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; Balance of Tactical, Operational Assignments; Old Guard; Ranger Training; Regimental Awards; Senior or Master Instructor

**SGM/CSM:** Operations SGM or Material Management NCO; Airborne; Air Assault; Army Award Maintenance Excellence(AAME); Foreign Awards; SGT Audie Murphy and/or SGT Morales; Balance of Tactical, Operational Assignments; Ranger Training; Regimental Awards; Senior or Master Instructor; Additional duties annotated on evaluations