

Army Medical Department (CMF 68) Career Progression Plan

Chapter 1. Introduction

1–1. Duties

The Army Medical Department (AMEDD) mission is to provide comprehensive medical treatment, evacuation and services to United States and coalition forces in support of overseas contingency operations and homeland defense. Career Management Field (CMF) 68 comprises 22-Military Occupational Specialties (MOS) and eight Additional Skill Identifiers (ASI), representing various medical specialties and sub-specialties. The majority of foundation institutional training is conducted at the Medical Education and Training Campus (METC), located on Joint Base San Antonio (JBSA), Fort Sam Houston (FSH), Texas. Soldiers in CMF 68 possess state-of-the-art technical skills and use modern and cutting-edge technology to help prevent disease and health disorders, preserve life and function, and mitigate suffering. Through continuous learning, CMF 68 Soldiers maintain and build upon perishable skill sets and competencies required by governmental and private sector licensing agencies and institutions. Noncommissioned Officers (NCO) supervise, mentor, train, evaluate, and develop subordinates and peers as an inherent and integral part of the continuous learning process of this CMF's Professional Development Models (PDM).

1–2. Transformation

The AMEDD requires NCOs who are first and foremost leaders of Soldiers who can solve complex problems. CMF 68 Soldiers are warriors with moral, intellectual, and interpersonal characteristics that enable organizational and individual success. The best CMF 68 information sources about current and evolving assignment policies are the AMEDD Personnel Proponent Directorate (APPD) and the Human Resources Command (HRC), Health Services Division-Enlisted Branch (HSD-EB). The Army values a broadened leader with Operating Force (OF) and Generating Force (GF) assignments experience. AMEDD NCOs must be experts in technical and tactical skills; team builders equally skilled in leading Soldiers and the ability to collaborate with leaders from other armed forces branches, services, and nations to enable mission success; possess imaginative, agile, and adaptive characteristics. AMEDD Soldiers bring maximum value to health services by providing agile and adaptive individuals to medical teams (MED TM), ready to execute relevant, responsive health services in any environment with any partnered team, joint service, or interagency health service. AMEDD Soldiers are immersed in a culture of innovation, providing our Warriors with standardized solutions to support best practices and optimal healthcare solutions. AMEDD Soldiers live the Warrior Ethos and aspire to uphold the Army Values in all healthcare support endeavors.

Chapter 2. Recommended career management self-development by rank

2–1. Commitment

The quality and success of a Soldier's career are directly proportional to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers should focus their self-development on preparing themselves for positions of greater responsibility. Soldiers committed to achieving high goals will develop technical, tactical, and leadership skills with the practical knowledge and ambition to put these skills to good use. The AMEDD Soldiers primary objective is to gain expertise within their MOS based on various developmental assignments followed by a broadening assignment once Critical Leader Development (CLD) is complete, if applicable. Regardless of the assignment, AMEDD Soldiers should consistently seek self-improvement and personal and professional goals within their career map.

2–2. Improvement

a. Self-development is a mandatory, individually planned, progressive, and sequential program supported by NCO leadership. Leaders develop through military training, education, and experiences supported by institutional training and education, operational assignments, and self-development. AR621–5 Army Continuing Education System (ACES) programs and services support the self-development domain of the Army leader development tenets by providing Soldiers opportunities for

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traditional and technology-based education as well as personal and professional career goal support. ACES provide Soldiers with education objectives for development. Soldiers can enhance their competencies and leadership attributes through various development programs providing on and off-duty academic instruction in job-related skills.

b. ACES programs include Functional Academic Skills Training (FAST), English-as-a-Second Language (ESL), and Mission-required language training. FAST helps Soldiers achieve career and personal goals through academic instruction in reading, writing, speaking, mathematics, and computer skills. FAST benefits Soldiers: who need to improve ASVAB scores to achieve military goals; who are seeking college preparation courses; who are seeking advanced professional development courses; whose primary/native language is other than English, and who need comprehension instruction, speaking and writing skills improvement; who need additional education in basic subjects, e.g., mathematics or reading to ensure they function at the 12th-grade level. Soldiers may enroll in the following FAST programs: Basic Skills Education Program (BSEP), General Technical (GT) improvement, or Reading skills development. Soldiers may find residential ESL training program information provided by the [Defense Language Institute English Language Center \(DLIELC\)](#). Non-residential ESL programs are available to permanent party Soldiers whose primary/native language is other than English and who have difficulty speaking, understanding, or composing written responses in English. Soldiers assigned to overseas locations are eligible for Mission-related language training (Headstart2), a Defense Language Institute Foreign Language Center (DLIFLC) sponsored program that provides host-nation cultural familiarization, orientation, and language instruction via DVD or online. [Academic Skills Training \(AST\)](#) is online training to improve college entrance and promotion opportunities.

c. Soldiers should leverage [Distance Learning \(DL\)](#) and [Army e-Learning courses](#) for self-development, to earn college credit, and acquire promotion points. These courses provide an exceptional opportunity for educational advancement in continued higher education, leadership skills, and technical proficiency. Taking advantage of these opportunities is advisable to enhance one's career and personal growth.

d. The installation education center provides leadership skill enhancement courses, which assist NCOs in meeting their leadership responsibilities as trainers, communicators, and supervisors. The courses include computer literacy instruction and build on leadership competencies, assist in unit readiness cross-training, stress management, counseling, and Noncommissioned Officer Professional Development System (NCOPDS) preparation. *These courses do not replace any facet of NCOPDS.*

e. Professional Reading. The following provide suggested readings for self-development: The U.S. Army Chief of Staff ([CSA Professional Reading List](#), [CSA Professional Reading Program](#)), Sergeant Major of the Army ([SMA Book Club](#)), Medical Center of Excellence Commanding General ([MEDCoE CG Professional Reading List](#)), Center for Army Leadership ([CAL suggested reading](#), [CAL reading resource library](#)), MEDCoE [Medical Journal](#) [NCO Journal](#).

f. Online Discussion Forums, Blogs, Social Media, and Podcasts. Online professional discussion forums, leadership-oriented blogs, video blogs (vlogs), podcasts, and social media groups focused on military leadership offer valuable mentorship, development opportunities, and potential pitfalls. Blogs and video blogs (vlogs) can promote easily accessible and consumable leadership and professional development lessons for a wide audience, promoting a faster way for individuals to write, publish, or broadcast on relevant military topics. Army leaders must understand various platforms, including whom and how they engage, as Soldiers, DA civilians, and families live increasingly online. Online activities are a constant presence in the daily lives of Soldiers, influencing interactions with peers, leaders, and even the American people, which has real-life effects on an organization's readiness, cohesion, and environment. Social discussion forums range from professional to informal discussion threads, with professional discussion forums, blogs, and vlogs providing new perspectives, creative solutions, and

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connections between peers and leaders. Informal discussion forums offer anonymity, allowing for frank discussions on challenging topics, but can also create subversive discussions that harm team cohesion or chain of command. Leaders must understand the potential for positive and negative professional development and dialogue. Personal social media pages can highlight and provide an opportunity to share the value of their profession and the realities of life off-duty, but understanding the fine line between professional and unprofessional behavior is crucial. AR 25-2 and AR 600-20 offer regulatory guidelines to manage professional behaviors on personal social media pages. See FM 3-61 and AR 360-1 for information and guidelines about building and managing unit social media pages.

Podcast resources: [Soldier For Life Podcast](#), [Army Talent Management Podcast](#), [Army HRC- Personnel File Podcast](#), [Centre for Army Leadership Podcast](#), [TRADOC Talks Podcast](#), [NCO Journal Podcast](#), [Army U Press Podcast Dropzone](#), [The Military Leader Podcast](#), [WarDocs Military Medicine Podcast](#), [Military Medicine Podcast](#).

g. S1NET. The S1Net is part of an Army-wide knowledge management system supporting the flow of knowledge throughout the Human Resources (HR) community. S1Net is essential for military personnel who must stay connected and informed on the battlefield. The system communicates and shares information in real time, ensuring everyone is on the same page and can work together effectively. Soldiers who register are notified as changes in the Army occur and will have access to resources and information to aid their professional growth and advancement. JOIN INSTRUCTIONS: Join to receive messages, sign into the [S1Net Home Page](#) in milSuite using CAC (signing in establishes milSuite account), click on the "Join S1NET" widget on the page's left side.

2–3. Education

a. Pursuing a college education is not a mandatory requirement. However, pursuing excellence while earning a degree may distinguish Soldiers from their peers. Tactical assignments' operational tempo (OPTEMPO) may limit civilian education opportunities. Nevertheless, Soldiers are still encouraged to focus on lifelong learning to achieve their professional and personal goals. To do so, they should aim to master the academic skills required for their primary MOS and meet NCOPDS prerequisites.

b. According to the [American Council on Education \(ACE\)](#), the [ACE Military Guide](#) facilitates academic institutions in awarding college credit to military-connected learners for Professional Military Education (PME), training, experience, and occupations, e.g., MOS. It is the sole source of information for courses and occupations evaluated for the military. The Soldier's [Joint Services Transcript \(JST\)](#) provides detailed information and college credit recommendations for all ACE-evaluated military courses and occupations. ACE also evaluates courses offered by military-affiliated or defense institutions, government agencies, and joint DoD programs. However, these evaluations are found in the [ACE National Guide](#), and not the ACE Military Guide.

c. Soldiers should take advantage of college credit by examination programs: [College Level Examination Program \(CLEP\)](#) and [Defense Activity for Non-Traditional Education Support \(DANTES\)](#). The U.S. government fully funds these exams and associated administrative fees, enabling Soldiers to conserve funds as they pursue an academic degree.

d. To effectively operate in a full-spectrum environment, Soldiers must be skilled in employing and handling highly complex technical equipment to preserve life and minimize suffering. Based on this requirement, pursuing a college education is strongly encouraged for all Soldiers to adequately prepare and equip themselves for the demanding challenges of the modern battlefield. Most AMEDD Soldiers serve in highly specialized and technical fields, which demand education beyond the associate degree. AR 621-5 recommends that Soldiers create a lifelong learning plan within the first 18 months of service to support their personal and professional goals and begin postsecondary studies within the first five years of enlistment. Postsecondary studies range from academic, vocational, technical, and occupational courses with certificates, diplomas, or degrees. Soldiers can pursue academic programs

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at an Academic Institution (AI) on or off the installation or online. Soldiers should aim to earn an associate degree or complete an education goal between the 5th and 15th years of service and strive to complete a bachelor's degree by the 20th year of service. The following guidelines are desired for AMEDD NCOs, when possible:

1. Prior to achieving the rank of Sergeant (SGT/E-5), it is recommended that Soldiers ideally attain a minimum of 30 semester hours,
2. NCOs selected for advancement to Staff Sergeant (SSG/E-6) should have ideally completed a minimum of 60 semester hours,
3. NCOs selected for advancement to Sergeant First Class (SFC/E-7) should have ideally completed a minimum of 90 semester hours, and
4. NCOs selected for advancement to Master Sergeant (MSG/E-8) should have ideally completed a minimum of 120 semester hours.

2-4. Enrollment

a. Soldiers should seize all available opportunities in pursuit of civilian education using the [Army Credentialing and Continuing Education Service for Soldiers \(ACCESS\)](#), previously Army Continuing Education Services (ACES). [ArmyIgnitED](#) is the Army's virtual gateway portal for all eligible Active Duty (AD) and Army Reserve (USAR) component Soldiers Tuition Assistance (TA) and Credentialing Assistance (CA) requests. The portal provides and allows visibility of automated financial transactions, and tracks enrollment processes and program progress.

b. The Army CA Program allows Soldiers to obtain information on industry-recognized credentials and licenses related to their MOS and civilian careers to enhance their skills and qualifications during and after military service. This program utilizes TA/CA to cover course and exam costs for any approved credential listed on [Army Credentialing Opportunities On-Line \(COOL\)](#). It is beneficial for all Soldiers to review and complete [COOL-Soldier Common Core-Certifications/Licenses](#) in addition to MOS specific Certification/Licenses referenced in individual MOS chapters. Funding requests are processed utilizing the [ArmyIgnitED](#) portal.

c. The [Army Career Tracker \(ACT\)](#) is the Army's current platform for career and leadership development, providing an integrated approach that capitalizes on lifelong learning by supporting personal and professional development. Users are able to: evaluate their comparative career metrics on the graphical career dashboard, manage/monitor career requirements, and objectives, track goal progress; view assignment history, completed/pending training, earned certifications, and MOS-career related recommendations. ACT allows leaders to create recommendations for Soldiers as part of their Individual Development Plan (IDP), which provides Soldiers with information and guidance to maximize career progression opportunities at all career stages.

(1.) The [Army Training Information System \(ATIS\)](#) (TRADOC) is the future system projected to execute the leader development functions currently executed in ACT. ATIS combines 28 legacy training systems into one, single solution which provides training development, scheduling, resource learning and content management. ACT was projected to divest the leader development capabilities to the ATIS and transition into a sponsorship-only system by the end of the FY23. The anticipated ATIS platform go-live timeline is on or about FY26 or sooner at which point ACT will officially sunset.

2-5. [Distributed Leader Course \(DLC\)](#)

a. DLC is required learning which provides six levels of asynchronous, sequential, and progressive distributed learning (DL) content that support and serve as NCOPDS prerequisites for corresponding levels Soldiers are required to complete by specified points in their career for continued advancement. The DLC's intent is to bridge the operational and institutional domains and set conditions for continuous growth. DLC builds knowledge and skills through a defined sequence of learning approaches with the adjuncts of formal education and experiential learning. DLC focuses on common cognitive skills that prepare and enhance an individual's ability to lead Soldiers and competence as a Warrior. DLC is an

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individual responsibility executed at one's own pace leader oversight. The following establishes guidance for DLC:

b. DLC I. Target audience: Specialist (SPC/E-4) and Corporal (CPL/E-4). Soldiers must graduate Initial Military Training (IMT) and be promoted to SPC IOT meet DLC I enrollment eligibility. Soldiers Private (PVT/E-1) through Private First Class (PFC/ E-3) are ineligible for DLC I enrollment until promoted to SPC. Upon completing Advanced Individual Training (AIT), Soldiers are automatically entered into Army Professional Military Education (PME). Soldiers who entered the Army as a SPC must have 18 months' time in service (TIS) or be at their first duty assignment before being eligible for DLC I enrollment. Jr Soldiers are required to complete DLC I in preparation for their first leadership role. This course aims to enhance basic communication skills to communicate ideas and thoughts effectively; recognize the significance of possessing a solid moral compass with strong values, which are crucial traits for effective leadership; equip Soldiers with the requisite technical and tactical proficiency to lead teams competently; and cultivate a lifelong learning mindset by exploring interests and executing the initiative to pursue civilian education. DLC I completion is a prerequisite for the Basic Leader Course (BLC) attendance and is an eligibility requirement for board promotion recommendation to Sergeant (SGT/E-5).

c. DLC II. Target audience: Sergeant (SGT/E-5) who have completed DLC I and are BLC graduates. This course is designed to equip SGTs with the necessary skills to effectively navigate cultural dynamics within the Joint, Interagency, Intergovernmental, and Multinational (JIIM) environment. This course emphasizes the development of self and subordinates in regard to ethical judgment and leadership agility, particularly in situations where information is ambiguous or uncertain. Additionally, the importance of moral and ethical character in program management is stressed. DLC II completion is a prerequisite for the Advanced Leader Course (ALC) attendance and is an eligibility requirement for board promotion recommendation to Staff Sergeant (SSG/E-6).

d. DLC III. Target audience: Staff Sergeant (SSG/E-6) who have completed DLC II and are ALC graduates. This course prepares and allows SSGs to improve in the human dimension as individuals, leaders, and professionals. This course helps develop the leadership skills necessary to lead a platoon-size element and to make quick, accurate decisions in the best interest of the mission and Soldiers. DLC III completion is a prerequisite for the Senior Leader Course (SLC) attendance and is an eligibility requirement for promotion consideration to Sergeant First Class (SFC).

e. DLC IV. Target audience: Sergeant First Class (SFC/E-7) who have completed DLC III and are SLC graduates. This course develops and prepares SFC' to lead at the unit and organizational level by developing the Leader Core Competencies (LCC) and attributes associated with the Leader Requirements Model to ensure the unit is ready, trained, proficient, disciplined, and motivated. SFC' will cultivate the necessary leadership skills to become better leaders, professionals, and individuals in the human dimension. Furthermore, this course prepares SFC' for administrative and staff roles at the unit level to ensure successful operations. DLC IV completion is a prerequisite to attend the Master Leader Course (MLC) and the U.S. Air Force SNCOA Advanced Leaders Experience (AFSNCOA). DLC IV completion is also an eligibility requirement for promotion consideration to Master Sergeant (MSG/E-8).

f. DLC V. Target audience: Master Sergeant (MSG/E-8) and First Sergeant (1SG/E-8) who have completed DLC IV and are MLC graduates. This course prepares MSG/1SGs to lead at the unit, organizational, and operational levels; it is designed to bridge the gap between strategic and tactical planning. This course aims to analyze and apply the necessary knowledge to better equip leaders to enforce policies and standards on enlisted personnel's performance, training, appearance, and conduct. Additionally, it enhances the Leader Core Competencies (LCC) and attributes associated with the Leader Requirements Model, resulting in Sr leaders ready to advise and initiate local NCO support channel recommendations. DLC V completion is a prerequisite for the NCO Leadership Center of

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Excellence (NCOLCoE) United States Army Sergeants Major Course (USASMC) attendance and is an eligibility requirement for selection consideration and promotion to Sergeant Major (SGM/E-9).

g. DLC VI. Target audience: Sergeant Major (SGM/E-9) who have completed DLC V, are USASMC graduates, and have been selected for a 7S/7C series assignment. This course equips "7" series positions with the necessary skills to perform Sr-level duties at the brigade-level and higher positions throughout today's operational environment (OE). This course aims to produce and provide the Army with self-aware, adaptive leaders of character and competence who possess the necessary skills to shape, navigate and overcome the challenges of uncertainty, challenges and operate effectively within the OE. DLC VI completion is a prerequisite for the Nominative Leader Course (NLC) attendance. Completion of DLC VI and the NLC are eligibility requirements for nominative and joint assignment consideration and selection.

2-6. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Role. The quality and success of a Soldier's career are directly proportional to the Soldier's consistent commitment to excellence, regardless of the mission. Soldiers committed to achieving high goals will strive to develop MOS competency and leadership skills while possessing the practical knowledge and ambition to put them to good use. The rank of CPL is bestowed on Soldiers who are leaders within small teams. CPLs are charged with their team's care, training, education, and readiness while maintaining and enforcing Army standards. Soldiers who wear the CPL rank visually signals they have transitioned from the Jr enlisted ranks to members of the NCO corps.

b. Reading. In addition to (2-2e) Soldiers should read and understand the following military publications accessed through the [Army Publishing Directorate \(APD\)](#): [Doctrine Smart Book](#), ADP 1, ADP 1-01, AR 30-22, AR 350-1, AR 40-25, AR 600-25, AR 600-81, AR 600-8-19, AR 600-9, AR 670-1, AR 930-4, DA Pam 385-30, DA PAM 670-1, FM 6-22, GTA 22-06-004, STP 21-2-SMCT, TC 21-7, TC 3-21.5, TC 3-21.75, TC 3-22.9, TC 3-25.26, TC 4-02.1, TC 7-21.13, TP 525-8-2, TR 350-70 all operator level maintenance manuals associated with equipment and battle drills associated with current assignment.

c. Civilian education. Soldiers should begin formulating plans with objectives and goals at this point in their careers. They should concentrate on their military skills. [Distance Learning \(DL\)](#) and [Army e-Learning courses](#) offer extensive military education and training—the successful completion of courses counts for SGT/SSG promotion points. See Chapter 2 for detailed information.

d. Boards and Competitions. All PVT through SPC/CPL should broaden their knowledge base by attending Soldier competition boards such as Soldier of the Month/Quarter/Year. Boards instill discipline and teach Soldiers how to research, effectively communicate, and utilize critical thinking skills. Soldiers should also strive to earn the Expert Medical Field Badge (EFMB) if not already earned. It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion. In addition, Soldiers should attend the Army Best Medic and Best Squad competitions.

e. Training and assignments. All Soldiers should consider/attend any and all special training/courses available or offered, see table below. Soldiers should contact their assignment managers at HRC, HSD-EB for more information regarding training and assignment opportunities.

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIS/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
2B	AIR ASSAULT			
3P	NATIONALLY REGISTERED PARAMEDIC	68W	E3 - E8	
8Y	CERTIFIED MEDICAL CODER	68G	E1 - E8	
F2	CRITICAL CARE FLIGHT PARAMEDIC	68W	E4 - E8	
N4	HEALTH PHYSICS	68S	E4 - E7	
N5	DENTAL LABORATORY	68E	E4 - E7	
W1	SPECIAL OPERATIONS COMBAT MEDIC (SOCM)	68W	E3 - E7	
X2	PREVENTIVE DENTISTRY	68E	E3 - E5	

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Y8	IMMUNIZATION/ALLERGY	68W	E4 - E7	
SQI	SQI TITLES	MOS	GRADE	REMARKS
E	MILITARY MOUNTAINEER			
G	RANGER			
L	LINGUIST			
P	PARACHUTIST			
S	SPECIAL OPERATIONS SUPPORT PERSONNEL			
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			

f. Professional Military Education (PME). See (2-5b).

2-7. Sergeant (SGT)

a. Role. The SGT leads teams as part of a squad, crew, or section and is the first line of the NCO support channel who has the most influence and direct impact on the Soldiers they oversee. Their role is vital as they are responsible for their health, welfare, and safety and ensure Soldiers maintain personal appearance standards and receive individual equipment maintenance and accountability training. SGTs are critical leaders in ensuring the success of the unit's mission by providing counseling, training, and care for Soldiers. The SGT's career progression relies on a solid drive to demonstrate high proficiency in MOS competency and duties and excel in duty performance. They must acquire additional skills, knowledge, and experience commensurate with their position to build subject matter experts (SME) and effectively train and lead Soldiers. All leaders bear the professional responsibility to develop subordinates into leaders by preparing and challenging them with greater responsibility, authority, and accountability.

b. Reading. In addition to (2-2e) and (para. 2-6b): SGTs should read, understand, and apply information from the following military publications accessed through the [Army Publishing Directorate \(APD\)](#). [Doctrine Smart Book](#). ADP 6-0, ADP 6-22, AR 600-8-104, AR 600-8-2, AR 600-8-22, AR 600-8-8, AR 735-5, ATP 6-22.1, ATP 6-22.5, DA Pam 710-2-1, FM 7-22, TC 7-22.7, TP 525-8-2, STP 21-24-SMCT skill-levels 2 and 3.

c. Civilian education. SGTs should develop a plan to acquire a degree. See Chapter 2. for detailed information.

d. Boards and Competitions. NCOs' development, abilities, and promotion potential are assessed by boards, which also reinforce their capacity to conduct research, communicate effectively, and utilize critical thinking skills. To enhance their knowledge, SGTs should participate in competition boards such as NCO of the Month/Quarter/Year, Sergeant Audie Murphy, and Sergeant Morales professional club boards. Moreover, SGTs should aim to acquire the EFMB, if not yet earned. It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion. In addition, NCOs should attend the Army Best Medic and Best Squad competitions.

e. Training and assignments. SGTs should consider attending any and all training available or offered, see table below. Recommended courses include the Equal Opportunity Leader (EOL) course, and Unit Prevention Leader (UPL) course. SGTs should contact their assignment managers at HRC, HSD-EB for more information regarding training and assignment opportunities.

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIs/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
1S	SUICIDE INTERVENTION TRAINER		E5 - E7	
2B	AIR ASSAULT			
3P	NATIONALLY REGISTERED PARAMEDIC	68W	E3 - E8	
6B	RECONNAISSANCE AND SURVEILLANCE LEADER	68W	E5 - E7	
8J	MRT-FACILITATOR		E5 - E8	
8K	MRT-ASSIST PRIMARY INSTRUCTOR		E5 - E8	
8L	MRT-PRIMARY INSTRUCTOR		E5 - E8	
8R	MASTER RESILIENCE TRAINER (MRT)		E5 - E8	
8Y	CERTIFIED MEDICAL CODER	68G	E1 - E8	
F2	CRITICAL CARE FLIGHT PARAMEDIC	68W	E4 - E8	

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F7	PATHFINDER	MOS WAIVER REQUIRED		
J6	ARCTIC SOLDIER		E5 - E8	
K1	SPECIAL OPERATIONS AVN COMBAT SKILLS GRADUATE		160th Green Pit	
M1	COMPUTED AXIAL TOMOGRAPHY (CAT) SCAN	68A	E5 - E6	
M9	MASTER DRIVER TRAINER		E6 - E7	
N1	AIRCRAFT CREWMEMBER STANDARDIZATION INSTRUCTION	68W, SQI F	E5 - E6	
N4	HEALTH PHYSICS	68S	E4 - E7	
N5	DENTAL LABORATORY	68E	E4 - E7	
N8	SUSTAINMENT AUTOMATION SUPPORT MGMT OFFICE (SASMO)	68A, 68G, 68J	E5 - E7	
P5	MASTER FITNESS TRAINER (MFT)		E5 - E9	
Q5	SPECIAL FORCES COMBAT DIVING, MEDICAL	68W	E5	
S8	SFA SUPPORT PERSONNEL	68A, 68F, 68W	E5 - E8	SFAB
W1	SPECIAL OPERATIONS COMBAT MEDIC (SOCM)	68W	E3 - E7	
X2	PREVENTIVE DENTISTRY	68E	E3 - E5	
Y8	IMMUNIZATION/ALLERGY	68W	E4 - E7	
SQI	SQI TITLES	MOS	GRADE	REMARKS
3	COMBAT ADVISOR	68A, 68F, 68W	E5 - E8	SFAB
4	NON-CAREER RECRUITER		E5 - E7	
6	MOBILIZATION AND DEMOBILIZATION OPERATIONS	68W	E5 - E7	
D	SPECIAL MISSIONS UNIT (SMU) ADVANCED SPEC OPS	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
E	MILITARY MOUNTAINEER			
G	RANGER			
L	LINGUIST			
P	PARACHUTIST			
S	SPEC OPS SUPPORT PERSONNEL			
T	USASOC SPECIAL MISSION UNIT (SMU) OPERATOR	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			
X	DRILL SERGEANT		E5/P - E7	

f. NCOPDS. See (2-5c).

2-8. Staff Sergeant (SSG)

a. Role. The core competencies required of a SSG include Readiness, Leadership, Training Management, Communications, Operations, and Program Management. These competencies ensure SSGs are ready to lead, train, communicate with, and manage Soldiers effectively. The SSG is a crucial unit leader serving as a Squad Leader (SL), supervising and leading squads/sections of Soldiers. They ensure subordinates are well-trained, disciplined, and motivated, serving as role models and mentors. SSGs execute military missions by implementing and enforcing orders, plans, and policies. They train and develop Soldier's skills, evaluate performance, maintain administrative records, and provide feedback to support professional growth. SSGs enforce safety protocols and serve as a vital link between superiors and subordinates. Specific duties vary based on the unit, OE, and MOS. In efforts to increase performance at the SSG level, newly promoted SSGs are required to remain in Critical Leadership Development (CLD) positions for no less than 24-months. CLD requirements ONLY pertain to 68W SSGs, as there are zero to minimal available assignments with CLD potential for the remaining 21-MOSs within the CMF. 68W OF and GF CLD positions can be found in Chapter 21. All leaders bear the professional responsibility to develop subordinates into leaders by preparing and challenging them with greater responsibility, authority, and accountability.

b. Reading. In addition to (2-2e), (2-6b), and (2-7b) SSGs should read, interpret, and apply the following military publications accessed through the [Army Publishing Directorate \(APD\)](#): [Doctrine Smart Book](#), ADP 1-02, ADP 3-0, ADP 5-0, ADP 7-0, AR 25-50, AR 385-10, AR 405-45, AR 600-8-10, AR 600-85, AR 601-2, AR 601-210, AR 601-280, AR 608-1, AR 608-18, AR 623-3, AR 635-200, AR 840-10, ATP 4-02.6, ATP 6-01.1, CTA 50-900, DA Pam 350-58, DA Pam 600-25, DA Pam 710-2-2, FM 1-02.1, FM 1-02.2, FM 1-05, FM 1-06, FM 27-10, FM 3-0, FM 3-24, FM 3-24.2, FM 4-02, FM 7-22.7, JP 1, JP 1-0, JP 2-0, JP 3-0, JP 4-0, JP 5-0, JP 6-0, TR 350-70, [Leader Development Improvement Guide \(LDIG\)](#), [Interactive Leader Development Guide](#).

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c. Civilian education. OF and CLD assignments OPTEMPO may limit the time required to complete civilian education; however, SSGs should seize available opportunities and be willing to make the required sacrifice to pursue a degree. See (2-3d2).

d. Boards and Competitions. Participating in NCO of the Month/Quarter/Year competition boards is a crucial aspect of leadership development for SSGs. These boards testify to an NCO's research ability, critical thinking capabilities, communication, and leadership skills. Furthermore, SSGs who compete in such boards set an example for their subordinates. In addition, SSGs should also attend the Sergeant Audie Murphy and Sergeant Morales prestigious club boards. Moreover, SSGs should aim to acquire the EFMB, if not yet earned. It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion. In addition, NCOs should attend the Army Best Medic and Best Squad competitions.

e. Training and assignments. SSGs should consider attending any and all training available or offered, see table below. Recommended courses include the EOL course and UPL course. SSGs should contact their assignment managers at HRC, HSD-EB for more information regarding training and assignment opportunities.

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIs/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
1B	SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION		E6 - E9	
1H	SHARP MASTER ADVOCATE		E6 - E9	
1S	SUICIDE INTERVENTION TRAINER		E5 - E7	
2B	AIR ASSAULT			
2S	BATTLE STAFF NCO		E6 - E8	
3C	OPERATIONAL CONTRACT SUPPORT (OCS)	68J	E6 - E9	
3P	NATIONALLY REGISTERED PARAMEDIC	68W	E3 - E8	
5W	JUMPMASTER		E6 - E9	
6B	RECONNAISSANCE AND SURVEILLANCE LEADER	68W	E5 - E7	
7Y	CAPABILITIES DEVELOPMENT		E6 - E9	
8J	MRT-FACILITATOR		E5 - E8	
8K	MRT-ASSIST PRIMARY INSTRUCTOR		E5 - E8	
8L	MRT-PRIMARY INSTRUCTOR		E5 - E8	
8R	MASTER RESILIENCE TRAINER (MRT)		E5 - E8	
8Y	CERTIFIED MEDICAL CODER	68G	E1 - E8	
A3	FORCE MANAGEMENT NCO		E6 - E9	
A6	PREGNANCY POSTPARTUM PHYSICAL TRAINING (P3T) LEADER		E6 - E8	
E9	ARMY COACH			
F2	CRITICAL CARE FLIGHT PARAMEDIC	68W	E4 - E8	
F7	PATHFINDER	MOS WAIVER REQUIRED		
J6	ARCTIC SOLDIER		E5 - E8	
K1	SPECIAL OPERATIONS AVN COMBAT SKILLS GRADUATE		160th Green Plt	
M1	COMPUTED AXIAL TOMOGRAPHY (CAT) SCAN	68A	E5 - E6	
M9	MASTER DRIVER TRAINER		E6 - E7	
N1	AIRCRAFT CREWMEMBER STANDARDIZATION INSTRUCTION	68W, SQI F	E5 - E6	
N4	HEALTH PHYSICS	68S	E4 - E7	
N5	DENTAL LABORATORY	68E	E4 - E7	
N8	SUSTAINMENT AUTOMATION SUPPORT MGMT OFFICE (SASMO)	68A, 68G, 68J	E5 - E7	
P5	MASTER FITNESS TRAINER (MFT)		E5 - E9	
S8	SECURITY FORCES ASSISTANCE SUPPORT PERSONNEL	68A, 68F, 68W	E5 - E8	SFAB
W1	SPECIAL OPERATIONS COMBAT MEDIC (SOCM)	68W	E3 - E7	
Y8	IMMUNIZATION/ALLERGY	68W	E4 - E7	
Y9	SOLDIER RECOVERY UNIT (SRU) PSG / SL		E6 - E7	
SQI	SQI TITLES	MOS	GRADE	REMARKS
3	COMBAT ADVISOR	68A, 68F, 68W	E5 - E8	SFAB
4	NON-CAREER RECRUITER		E5 - E7	
6	MOBILIZATION AND DEMOBILIZATION OPERATIONS	68W	E5 - E7	
7	ATTACHÉ		E6 - E8	
8	INSTRUCTOR		E6 - E7	

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B	INSPECTOR GENERAL NONCOMMISSIONED OFFICER		E6/P - E8	
D	SPECIAL MISSIONS UNIT (SMU) ADVANCED SPEC OPS	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
E	MILITARY MOUNTAINEER			
G	RANGER			
L	LINGUIST			
P	PARACHUTIST			
S	SPECIAL OPERATIONS SUPPORT PERSONNEL			
T	USASOC SPECIAL MISSION UNIT (SMU) OPERATOR	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			
X	DRILL SERGEANT		E5/P - E7	

f. NCOPDS. See (2-5d).

2-9. Sergeant First Class (SFC)

a. Role. SFC' are Sr NCOs considered SMEs in their field who serve as primary leaders in units and are responsible for the health, morale, welfare, training, and development of Soldiers in their charge. SFC' serve as Platoon Sergeants (PSG), Section Noncommissioned Officer-In-Charge (NCOIC), and battalion (BN) or brigade (BDE) level staff positions. The single most demanding assignment for a SFC is PSG. PSGs are Sr NCOs at the platoon level who are primary advisors to the Platoon Leader (PL). PSGs are also responsible for mentoring and professionally developing PLs. PSGs are the first level of NCO that has input into the unit's Mission Essential Task List (METL). They train collective tasks at the platoon level. NCOICs on staff provide leaders with input on planning and executing operations in addition to training Soldiers on collective and individual tasks. SFC' core competencies are readiness, leadership, training management, operations, communications, and program management, which include but are not limited to; prioritizing and managing Soldier readiness; mentoring and supervising Jr Soldiers and NCOs; conducting performance assessments; addressing issues; fostering a climate of discipline and positive culture; developing adaptive and agile Soldiers; planning, resourcing, rehearsing, executing, and documenting/recording training; ensuring Soldiers understand the commander's intent, mission requirements, and reason for training event(s); tailoring training to develop subordinate leaders; eliminating training detractors; providing direction, guidance, and clear priorities; assessing the OE; ensuring requirements for qualification, certification, and recertification are understood; increasing maintenance program efficiency; and understanding DA Pam 600-25. All leaders bear the professional responsibility to develop subordinates into leaders by preparing and challenging them with greater responsibility, authority, and accountability.

b. Reading. In addition to (2-2e), (2-6b), (2-7b) and (2-8b) SFCs' should read, interpret, apply the following military publications accessed through the [Army Publishing Directorate \(APD\)](#): [Doctrine Smart Book](#), ADP 3-90, ADP 4-0, ADP 5-0, AR 1-201, AR 360-1, AR 525-28, AR 525-93, AR 570-4, AR 600-100, AR 600-20, AR 600-3, AR 600-8-6, AR 614-200, AR 621-7, AR 690-950, AR 700-131, AR 70-1, AR 71-32, AR 715-9, AR 840-1, ATP 2-01.3, ATP 3-35, ATP 4-10, ATP 4-90, ATP 5-19, ATP 6-22.6, DA Pam 385-1, DA PAM 385-40, DoDI 1400.25 Vol. 431, FM 3-13, FM 3-94, FM 3-96, FM 6-0 FM 6-05, FM 7-0, JP 3-33, JP 3-35, TC 6-22.6.

c. Civilian education. See (2-3,d3).

d. Boards and Competitions. SFC' should continue to compete in boards such as NCO of the Month/Quarter/Year and Sergeant Audie Murphy and Sergeant Morales prestigious club boards. SFC' should seek leadership positions within these prestigious clubs to ensure continuity, promote the importance of time-honored traditions, and set the example for subordinates. Moreover, SFC' should aim to acquire the EFMB, if not yet earned. It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion. In addition, NCOs should attend the Army Best Medic and Best Squad competitions.

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e. Training and assignments. SFC' should consider attending any and all training available or offered, see table below. Recommended courses include the EOL course, UPL course, How The Army Runs (Army Force Mgmt. course), Health Svcs Plans, Oprs, Intel, Sec & Tng course. SFC' should contact their assignment managers at HRC, HSD-EB for more information regarding training and assignment opportunities.

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIs/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
1B	SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION		E6 - E9	
1H	SHARP MASTER ADVOCATE		E6 - E9	
1S	SUICIDE INTERVENTION TRAINER		E5 - E7	
2B	AIR ASSAULT			
2S	BATTLE STAFF NCO		E6 - E8	
3C	OPERATIONAL CONTRACT SUPPORT (OCS)	68J	E6 - E9	
3P	NATIONALLY REGISTERED PARAMEDIC	68W	E3 - E8	
5W	JUMPMASTER		E6 - E9	
6B	RECONNAISSANCE AND SURVEILLANCE LEADER	68W	E5 - E7	
6Z	STRATEGIC STUDIES GRADUATE		E7 - E9	
7G	RED TEAM LEADER (SOCAP)		E7 - E8	
7J	RED TEAM MEMBER		E7 - E8	
7Y	CAPABILITIES DEVELOPMENT		E6 - E9	
8J	MRT-FACILITATOR		E5 - E8	
8K	MRT-ASSIST PRIMARY INSTRUCTOR		E5 - E8	
8L	MRT-PRIMARY INSTRUCTOR		E5 - E8	
8R	MASTER RESILIENCE TRAINER (MRT)		E5 - E8	
8Y	CERTIFIED MEDICAL CODER	68G	E1 - E8	
A3	FORCE MANAGEMENT NCO		E6 - E9	
A6	PREGNANCY POSTPARTUM PHYSICAL TRAINING (P3T) LEADER		E6 - E8	
E9	ARMY COACH			
F2	CRITICAL CARE FLIGHT PARAMEDIC	68W	E4 - E8	
F7	PATHFINDER	MOS WAIVER REQUIRED		
J6	ARCTIC SOLDIER		E5 - E8	
K1	SPECIAL OPERATIONS AVN COMBAT SKILLS GRADUATE		160th GREEN PLT	
M9	MASTER DRIVER TRAINER		E6 - E7	
N3	ARMY MASTER CERTIFIED COACH			
N4	HEALTH PHYSICS	68S	E4 - E7	
N5	DENTAL LABORATORY	68E	E4 - E7	
N8	SUSTAINMENT AUTOMATION SUPPORT MGMT OFFICE (SASMO)	68A, 68G, 68J	E5 - E7	
P5	MASTER FITNESS TRAINER (MFT)		E5 - E9	
S8	SECURITY FORCES ASSISTANCE SUPPORT PERSONNEL	68A, 68F, 68W	E5 - E8	SFAB
W1	SPECIAL OPERATIONS COMBAT MEDIC (SOCM)	68W	E3 - E7	
Y8	IMMUNIZATION/ALLERGY	68W	E4 - E7	
Y9	SOLDIER RECOVERY UNIT (SRU) PSG / SL		E6 - E7	
SQI	SQI TITLES	MOS	GRADE	REMARKS
2	TRAINING DEVELOPER		E7 - E9	
3	COMBAT ADVISOR	68A, 68F, 68W	E5 - E8	SFAB
4	NON-CAREER RECRUITER		E5 - E7	
6	MOBILIZATION AND DEMOBILIZATION OPERATIONS	68W	E5 - E7	
7	ATTACHÉ		E6 - E8	
8	INSTRUCTOR		E6 - E7	
B	INSPECTOR GENERAL NONCOMMISSIONED OFFICER		E6/P - E8	
D	SPECIAL MISSIONS UNIT (SMU) ADVANCED SPEC OPS	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
E	MILITARY MOUNTAINEER			
G	RANGER			
L	LINGUIST			
M	FIRST SERGEANT		E8	
N	JOINT PLANNER			
P	PARACHUTIST			
Q	EQUAL OPPORTUNITY ADVISOR (EOA)		E7 - E9	
S	SPECIAL OPERATIONS SUPPORT PERSONNEL			
T	USASOC SPECIAL MISSION UNIT (SMU) OPERATOR	68A, 68E, 68G, 68J, 68K, 68P, 68R, 68S, 68W, 68X	E5 - E7	
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			
X	DRILL SERGEANT		E5/P - E7	

f. NCOPDS. See (2-5e).

2-10. Master Sergeant (MSG) / First Sergeant (1SG)

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a. Role. The duties and responsibilities of MSGs and 1SGs vary. However, their core competencies remain synonymous and play crucial roles as SMEs in doctrine and are responsible for shaping organizations and implementing systems to maintain proficiency. Self-motivated development grows more critical as NCOs advance in rank. Professional reading and college help Sr NCOs develop organizational leadership skills to train, coach, and mentor Soldiers. The single most demanding assignment at this level is a 1SG. 1SGs are Sr enlisted advisors to the commander (CDR) at the Company (CO) level and standard bearers for the organization serving as role models. They are responsible for; enforcing and maintaining standards; ensuring training objectives are met; developing Soldiers and all administrative functions; ensuring unit health, welfare, and morale; coordinating resources for training; and are lead integrators with outside organizations and entities. MSGs are critical members of staff elements at BN or higher levels, and their experience provide invaluable input on policy and training development. Their core competencies are readiness, leadership, training management, communications, operations, and program management, which include but are not limited to; prioritizing AR 350-1 training, supervising medical readiness; managing physical readiness; managing the Unit CDR's Financial Report; advising on Uniform Code of Military Justice (UCMJ) actions; fostering servant leadership, and a positive culture and climate; driving the CDR's vision and intent; implementing and managing an NCO leader development program; identifying and communicating resource needs; monitoring and evaluating training; leading information dissemination; solving problems; achieving results; exercising and supporting the CDR's priorities; analyzing operational gaps; validating unit sustainment practices; advising CDRs and staff; training subordinates on Army and organizational programs; assisting develop and maintain training calendars; and executing talent management. All leaders bear the professional responsibility to develop their subordinates into leaders by preparing and challenging them with greater responsibility, authority, and accountability.

b. Reading. In addition to (2-2e), (2-6b), (2-7b), (2-8b) and (2-9b) MSGs/1SGs' should read and master the following military publications accessed through the [Army Publishing Directorate \(APD\)](#): [Doctrine Smart Book](#), ADP 4-0, AJP 01, AJP 4.5(B), AR 1-1, AR 525-30, AR 570-9, AR 710-2, ATP 5-0.1, DA PAM 525-30, DoDD 5000.01, DoDI 5000.02, DoDI 7045.14, FM 3-16, FM 3-57, FM 3-61, FM 4-0, FM 6-27, How the Army Runs, JCIDS Manual, JP 2-01.3, JP 3-08, JP 3-13, JP 3-16, JP 3-57, JP 3-61, JP 4-01, JP 4-08, JP 4-09, JP 4-10, TR 71-20, TP 525-3-1, TP 525-3-7. [How the Army Runs Reference Manual](#).

c. Civilian education. See para (2-3,d4).

d. Boards and Competitions. The EFMB, Sergeant Audie Murphy Award (SAMA), and Sergeant Morales Club (SMC) induction should be acquired, if not yet earned. In addition, NCOs should attend the Army Best Medic competition.

e. Training and assignments. MSGs should continue exploiting other DL programs to broaden their focus. Sr NCOs must enhance their understanding of how the Army runs by pursuing functional courses in order to influence and improve Army systems and contribute to their organization's success. See table below for ASI/SQI training. Recommended courses include, How The Army Runs (Army Force Mgmt. course), Health Svcs Plans, Oprs, Intel, Sec & Tng course, CO CDR and First Sergeant course (CCFSC). MSG/1SGs should contact their assignment managers at HRC, HSD-EB for more information regarding training and assignment opportunities.

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIs/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
1B	SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION		E6 - E9	
1H	SHARP MASTER ADVOCATE		E6 - E9	
2B	AIR ASSAULT			
2S	BATTLE STAFF NCO		E6 - E8	
3C	OPERATIONAL CONTRACT SUPPORT (OCS)	68J	E6 - E9	
3P	NATIONALLY REGISTERED PARAMEDIC	68W	E3 - E8	
5W	JUMPMASER		E6 - E9	

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6Z	STRATEGIC STUDIES GRADUATE		E7 - E9	
7G	RED TEAM LEADER (SOCAP)		E7 - E8	
7J	RED TEAM MEMBER		E7 - E8	
7Y	CAPABILITIES DEVELOPMENT		E6 - E9	
8J	MRT-FACILITATOR		E5 - E8	
8L	MRT-PRIMARY INSTRUCTOR		E5 - E8	
8Y	CERTIFIED MEDICAL CODER	68G	E1 - E8	
A3	FORCE MANAGEMENT NCO		E6 - E9	
A6	PREGNANCY POSTPARTUM PHYSICAL TRAINING (P3T) LEADER		E6 - E8	
E9	ARMY COACH			
F2	CRITICAL CARE FLIGHT PARAMEDIC	68W	E4 - E8	
F7	PATHFINDER	MOS WAIVER REQUIRED		
J6	ARCTIC SOLDIER		E5 - E8	
N3	ARMY MASTER CERTIFIED COACH			
P5	MASTER FITNESS TRAINER (MFT)		E5 - E9	
Q5	SPECIAL FORCES COMBAT DIVING, MEDICAL	68W		
S8	SECURITY FORCES ASSISTANCE SUPPORT PERSONNEL	68A, 68F, 68W	E5 - E8	SFAB
SQI	SQI TITLES	MOS	GRADE	REMARKS
2	TRAINING DEVELOPER		E7 - E9	
3	COMBAT ADVISOR	68A, 68F, 68W	E5 - E8	SFAB
7	ATTACHÉ		E6 - E8	
B	INSPECTOR GENERAL NONCOMMISSIONED OFFICER		E6/P - E8	
E	MILITARY MOUNTAINEER			
G	RANGER			
L	LINGUIST			
M	FIRST SERGEANT		E8	
N	JOINT PLANNER			
P	PARACHUTIST			
Q	EQUAL OPPORTUNITY ADVISOR (EOA)		E7 - E9	
S	SPECIAL OPERATIONS SUPPORT PERSONNEL			
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			

f. NCOPDS. See (2-5f).

2–11. Sergeant Major (SGM) / Command Sergeant Major (CSM)

a. Role. The SGM/CSM is the culmination of all MOSs in CMF 68. Professional reading and advanced college courses assist in cultivating and refining organizational leadership skills, which are essential to coaching, teaching, and mentoring Soldiers. Given the extensive outreach of their communications, refined communication skills are required for the span of influence this role possesses. Additionally, the SGM/CSM often represents the command or Army in civic functions, making public speaking skills a crucial aspect of their role. All leaders bear a professional responsibility to develop their subordinates into leaders by preparing and challenging them with greater responsibility, authority, and accountability.

b. Reading. It is recommended that the SGM/CSM peruse the professional reading lists of their respective chains of command and that of the U.S. Army Chief of Staff ([CSA Professional Reading List](#), [CSA Professional Reading Program](#), Sergeant Major of the Army ([SMA Book Club](#)), Medical Center of Excellence Commanding General ([MEDCoE CG Professional Reading List](#)), Center for Army Leadership ([CAL suggested reading](#), [CAL reading resource library](#), [NCO Journal](#)), MEDCoE [Medical Journal](#). Further, it is advised that they read publications concerning global politics, geo-political affairs, and field manuals on Army operations and current battle doctrine. Such endeavors augment the leader's knowledge base, thereby contributing to their proficiency in this role.

c. Civilian education. The objective of the SGM/CSM is to possess an advanced degree and strive towards obtaining a master's degree in their chosen discipline.

d. Additional Training and Assignments. The single most demanding assignment at this level is serving as a CSM at the BN level or higher; However, several positions exist where the expertise and experience of a SGM or CSM are crucial to achieving mission success. These positions include

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Observer Coach Trainer (OC/T), Active Component Reserve Component (AC/RC) Advisor, NCOLCoE Instructor, IG SGM, EOA, Nominative positions (00Z only).

ENLISTED UNIVERSAL & CMF68 MOS APPLICABLE ASIs/SQIs		IAW DA PAM 611-12 Ch12 Tables 12-1,12-2		
ASI	ASI TITLES	MOS	GRADE	REMARKS
1B	SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION		E6 - E9	
1H	SHARP MASTER ADVOCATE		E6 - E9	
2B	AIR ASSAULT			
3C	OPERATIONAL CONTRACT SUPPORT (OCS)	68J	E6 - E9	
5W	JUMPMASTER		E6 - E9	
6Z	STRATEGIC STUDIES GRADUATE		E7 - E9	
7Y	CAPABILITIES DEVELOPMENT		E6 - E9	
A3	FORCE MANAGEMENT NCO		E6 - E9	
E9	ARMY COACH			
F7	PATHFINDER	MOS WAIVER REQUIRED		
N3	ARMY MASTER CERTIFIED COACH			
P5	MASTER FITNESS TRAINER (MFT)		E5 - E9	
6C	BATTALION LEVEL CSM EXPERIENCE	68Z	E8/P-E9	PDPC
6K	INITIAL LEVEL SGM KEY BILLET EXPERIENCE	68Z	E8/P-E9	PDPC
6P	POST BATTALION LEVEL CSM EXPERIENCE	68Z	E9	PDPC
6S	INITIAL LEVEL SGM EXPERIENCE	68Z	E8/P-E9	PDPC
6U	POST BATTALION LEVEL SGM BROADENING EXPERIENCE	68Z	E9	PDPC
6X	POST BRIGADE LEVEL SGM BROADENING EXPERIENCE	68Z	E9	PDPC
7C	BRIGADE LEVEL CSM EXPERIENCE	68Z	E9	PDPC
7K	PRIMARY LEVEL SGM KEY BILLET EXPERIENCE	68Z	E9	PDPC
7P	POST BRIGADE LEVEL CSM EXP	68Z	E9	PDPC
7S	PRIMARY LEVEL SGM EXPERIENCE	68Z	E9	PDPC
7X	POST PRIMARY LEVEL SGM BROADENING EXPERIENCE	68Z	E9	PDPC
8C	GENERAL OFFICER LEVEL-1 NOMINATIVE CSM EXPERIENCE	00Z	E9	PDPC
8D	GENERAL OFFICER LEVEL-2 NOMINATIVE CSM EXPERIENCE	00Z	E9	PDPC
8E	GENERAL OFFICER LEVEL-3 NOMINATIVE CSM EXPERIENCE	00Z	E9	PDPC
8F	GENERAL OFFICER LEVEL-4 NOMINATIVE CSM EXPERIENCE	00Z	E9	PDPC
8S	GENERAL OFFICER LEVEL-1 NOMINATIVE SGM EXPERIENCE	00Z	E9	PDPC
8T	GENERAL OFFICER LEVEL-2 NOMINATIVE SGM EXPERIENCE	00Z	E9	PDPC
8U	GENERAL OFFICER LEVEL-3 NOMINATIVE SGM EXPERIENCE	00Z	E9	PDPC
8V	GENERAL OFFICER LEVEL-4 NOMINATIVE SGM EXPERIENCE	00Z	E9	PDPC
SQI	SQI TITLES	MOS	GRADE	REMARKS
2	TRAINING DEVELOPER		E7 - E9	
E	MILITARY MOUNTAINEER			
G	RANGER			
N	JOINT PLANNER			
P	PARACHUTIST			
Q	EQUAL OPPORTUNITY ADVISOR (EOA)		E7 - E9	
S	SPECIAL OPERATIONS SUPPORT PERSONNEL			
U	75TH RANGER REGIMENT LEADER			
V	RANGER PARACHUTIST			

e. NCOPDS. See (2-5g).

Chapter 3. 68A – Biomedical Equipment Specialist

The Biomedical Equipment Specialist is responsible for the sustainment, maintenance and lifecycle management services and repairs of all medical and medically related equipment, medical and medically related network and systems.

3–1. Position Titles with MOS, SQI and ASI Codes

68A titles include - 68A10 Biomedical Equip Spec; 68A1P Biomedical Equip Spec; 68A20 Biomedical Equip SGT; 68A20 Med Equip Rep; 68A20 Biomedical Equip NCO; 68A2OM1 Biomedical Equip SGT; 68A2S Biomedical Equip SGT; 68A30 Biomedical Equip SGT; 68A30 BioMed EQ Spec ADV; 68A30 Biomedical Equip NCO; 68A3OM1 Biomedical Equip SGT; 68A33 Biomedical Maint NCO; 68A34 Recruiter; 68A34L Recruiter; 68A38 Instructor; 68A38 SGL; 68A3X Drill Sergeant; 68A40 Biomedical Equip NCO; 68A40 Medical Maint NCO; 68A40 MTTF BioMed Equip OC/T; 68A40 Platoon Sergeant; 68A4OM1 Biomedical Equip NCO; 68A42 SR Training Dev/Writer; 68A48 Instructor; 68A2P Biomedical Equip SGT; 68A4X Sr Drill Sergeant; 68A50 Sr Biomed Equip NCO; 68A58 Chief Instructor; 68A5M First Sergeant.

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3–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68A BIOMEDICAL EQUIPMENT SPECIALIST](#)).

3–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept. ASI-(M1) Computed Axial Tomography (CAT) scanner maintainer is restricted to (SGT-SSG), see DA Pam 611–21, table 12-2 for additional ASI information.

3–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 44-week MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This program provides initial skills training for Biomedical Equipment Technician personnel, including clinical applications, operation, inspection, maintenance, and modification of various biomedical equipment systems used in Army, Navy, and Air Force fixed and mobile medical and dental treatment facilities. The program combines lecture (didactic), demonstration, interactive courseware, and performance teaching methods. Training consists of the necessary skills and knowledge necessary to enable a unit-level maintainer to perform medical equipment maintenance services characterized by: repair by module replacement, including simple printed circuit board repair; the repair of general medical, dental, or optical equipment malfunctions; the adjustment of medical, dental, or optical equipment utilizing common and special purpose tools, and Test, Measurement, and Diagnostic Equipment (TMDE); and the performance of scheduled preventive maintenance checks and services (PMCS), calibration, verification, certification (CVC), and electrical safety tests. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68As serve in MED COs, MED DETs, SPT SQDNs, SPT COs, BSBs, field hospitals, and the Medical Logistics Management Center (MLMC).

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete a college-level English and a Computer Science course in addition to [Army COOL - 68A - Certifications/Licenses](#). At a minimum the Certified Biomedical Equipment Technician (CBET), CompTIA A+, and CompTIA Network should be completed. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

3–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

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- b. Operational assignments. 68A SGTs serve in MED DETs, MED COs, SPT COs, SPT SQDNs, BSBs, SBDEs, field hospitals, the (MLMC), and in Special Forces Group (SFG) units.
- c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68A - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. SGTs should consider attending ASI-(M1) training in addition to Ch 2. (2-7d) and (2-7e). Consideration should also be given for advancement into the Warrant Officer Corps.
- e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.
- f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP), Special Missions Unit (SMU), Uniformed Services University of the Health Sciences (USUHS) assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

3-6. Staff Sergeant (SSG)

- a. Institutional training. See Ch. 2 (2-5d).
- b. Operational assignments. 68A SSGs serve in MED COs, MED DETs, SPT COs, SPT SQDNs, BSBs, SBDEs, field hospitals, the MLMC, and SFG units.
- c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68A - Certifications/Licenses](#), and the following certifications: Certified Biomedical Equipment Technician (CBET), CompTIA A+, CompTIA Network+, CompTIA Security+, Certified Laboratory Equipment Specialist (CLES), Certified Radiology Equipment Specialist (CRES), and Certified Healthcare Technology Manager (CHTM). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. SSGs should consider attending ASI-(M1) training in addition to Ch 2. (2-8d) and (2-8e).
- e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL. Additionally, highly motivated and interested NCOs can request assignments within the Security Forces Assistance Brigade (SFAB) and Special Operations (Spec Ops) community.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

3-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68A SFC' serve in MED COs, MED BNs and the MLMC.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (3-6c).
- d. Additional training. SFC' should consider attending ASI-(M1) training in addition to Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

3-8. Master Sergeant (MSG) / First Sergeant (1SG)

- a. Institutional training. See Ch. 2 (2-5f).
- b. Operational assignments. 68A MSGs serve in the MLMC. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.
- c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. Defense Acquisition University (DAU) training should be taken into consideration in addition to Ch 2. (2-10d) and (2-10e).
- e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

3–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

3–10. Professional Development Model

See ([Career Map - 68A](#)).

3–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 4. 68B – Orthopedic Specialist

The Orthopedic Specialist assists with the management of orthopedic clinics and/or provide direct assistance in treating patients with orthopedic conditions and injuries under the supervision of an orthopedic physician, orthopedic physician assistant, or podiatrist.

4–1. Position Titles with MOS, SQI and ASI Codes

68B titles include - 68B10 Ortho Spec; 68B10 Orthopedic Spec; 68B20 Ortho SGT; 68B28 Instructor/Writer; 68B30 Orthopedic SGT; 68B38 Instructor; 68B40 Orthopedic NCO; 68B48 Instructor; 68B48 Instructor/Writer.

4–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68B ORTHOPEDIC SPECIALIST](#)).

4–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Bs convert to 68W upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

4–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 14-weeks, 2-days. Phase I training is 8-weeks, 2-days and conducted at the JBSA-FSH, METC followed by a phase II 6-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. The program curriculum is delivered through traditional classroom instruction, demonstrations, and practical exercises to provide students with a general understanding of anatomy and physiology, medical terminology, and the care and handling of orthopedic patients. In phase II, students work directly with patients under the supervision of an

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Orthopedic Physician, Orthopedic Physician Assistant, or Podiatrist. During this phase, students will assist in minor surgeries, fabricate, modify, and remove casts and splints, apply plaster and fiberglass casts and splints, perform traction procedures, and educate patients on proper care and use of orthopedic appliances, soft goods, equipment, and materials. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Bs serve in Operating Rooms (OR) and Centralized Material Service (CMS) sections / Sterile Processing Department (SPD) of field hospitals.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68B - Certifications/Licenses](#). At a minimum, the Orthopedic Technologist Certified (OTC). The OTC can be enhanced by adding the Orthopedic Technologist Surgery Certified (OTSC), Certified Orthotic Fitter (COF), and Registered Orthopedic Technologist (ROT) should be completed. Useful websites are the [National Board for Certification of Orthopaedic Technologists, \(NBCOT\)](#), and the [American Society of Orthopedic Professionals \(ASOP\)](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

4-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. There are currently no 68B SGT TOE assignments.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68B - Certifications/Licenses](#) and the previously listed certifications. Useful websites are the [National Board for Certification of Orthopaedic Technologists, \(NBCOT\)](#), and the [American Society of Orthopedic Professionals \(ASOP\)](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

4-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68B SSGs serve in ORs and CMS/SPD sections of field hospitals.

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c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition in addition to [Army COOL - 68B - Certifications/Licenses](#) and the following certifications: Orthopedic Technologist Certified (OTC), Technologist Surgery Certified (OTSC), Certified Orthotic Fitter (COF), Registered Orthopedic Technologist. Useful websites are the [National Board for Certification of Orthopaedic Technologists, \(NBCOT\)](#), and the [American Society of Orthopedic Professionals \(ASOP\)](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

4-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. There are currently no 68B SFC TOE assignments.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (4-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

4-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

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4–9. Professional Development Model

See ([Career Map - 68B](#)).

4–10. U.S. Army Reserve (USAR) Component

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance.

Chapter 5. 68C – Practical Nursing Specialist

The Practical Nursing Specialist supervises or performs preventive, therapeutic, and emergency nursing care procedures under supervision of a physician, nurse or NCO.

5–1. Position Titles with MOS, SQI and ASI Codes

68C titles include - 68C1O Practical Nursing Spec; 68C1P Practical Nursing Spec; 68C2O Practical Nurse; 68C2O Practical Nurse NCO; 68C2O Practical Nursing SGT; 68C28 Instructor/Writer; 68C2P Practical Nurse; 68C3O Hospital Aug NCOIC; 68C3O Practical Nurse NCO; 68C3O Practical Nursing NCO; 68C3O Wardmaster; 68C3O MTF Prac Nurse OC/T; 68C34 Recruiter; 68C34L Recruiter; 68C38 Instructor; 68C38 Instructor/Writer; 68C3X Drill Sergeant; 68C4O Sr Practical Nurse NCO; 68C4O Wardmaster; 68C4O Detachment Sergeant; 68C4O MTF Clinical OC/T; 68C42 Sr Inst Trng Dev/Writer; 68C48 Instructor; 68C48 Instructor/Writer; 68C5O Sr Practical Nurse NCO; 68C58 Instructor; 68C58 Ch Instructor/Writer; 68C5M First Sergeant.

5–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68C PRACTICAL NURSING SPECIALIST](#)).

5–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

5–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 51-weeks, 3-days. Phase I training is 11-weeks, 3 days and conducted at the JBSA-FSH, METC followed by a phase II 40-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. The training program covers nursing for both inpatient and outpatient care, emergent and minor acute treatments, and casualty care management. The program aims to equip soldiers with skills that meet the licensing standards of the Texas Board of Vocational Nurse Examiners. In addition to this, students receive specialized training in military hospital nursing and critical care. Phase I of the program provides an overview of basic anatomy and physiology and introduces students to the fundamentals of nursing, microbiology, nutrition, and pharmacological mathematic concepts. In phase II, students acquire the necessary skills to become a Practical Nursing Specialist in various community-based and acute care settings. This phase includes advanced anatomy and physiology, an expanded use of principles in microbiology, integration of pharmacology and nutrition care, and an in-depth study of the pathophysiology of the body systems and their manifestations. Throughout the training, medication administration is an essential component, and the

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nursing process provides the framework for the acquisition of knowledge and the application of skills. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Cs serve in MED DET and field hospital intensive care units (ICU), intermediate care wards (ICW), and forward surgical sections.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68C - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

5-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68C SGTs serve in MED DET and field hospital ICUs, ICWs, and forward surgical sections.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68C - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

5-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68C SSGs serve in MED DET and field hospital ICUs, ICWs, and forward surgical sections.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended

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SSGs complete the EJPME I course, in addition to [Army COOL - 68C - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

5–7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68C SFC' serve in MED DETs, MED BNs, and field hospitals.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (5-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

5–8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. 68C MSGs serve in field hospitals. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion

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consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

5–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

5–10. Professional Development Model

See ([Career Map - 68C](#)).

**Note: Various state and national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, only MOS 68C and 68W require a civilian credential in order to maintain performance qualification and retain their MOS.*

5–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 6. 68D – Operating Room Specialist

The Operating Room Specialist assists the nursing staff in preparing the patient and the operating room (OR) environment for surgery and for providing assistance to the medical staff during surgical procedures. They also operate the Centralized Material Service (CMS) / Sterile Processing Department (SPD) and are responsible for preparing and maintaining sterile medical supplies and special equipment for MTFs. Additionally, Operating Room Specialists assist in the management of OR suites.

6–1. Position Titles with MOS, SQI and ASI Codes

68D titles include - 68D10 Operating Room Spec; 68D20 Operating Room SGT; 68D20 Operating Room NCO; 68D2P Operating Room SGT; 68D30 Operating Room NCO; 68D30Y9 Squad Leader; 68D34 Recruiter; 68D34L Recruiter; 68D38 Instructor/Writer; 68D38 Instructor; 68D38 SGL; 68D3P Operating Room NCO; 68D40 Sr Operating Room NCO; 68D40 Ops NCO; 68D40 MTTF Clinical OC/T; 68D42 Sr Training Dev/Writer; 68D42 Sr Training Developer; 68D48 SGL; 68D48 Instructor/Writer; 68D48 Instructor; 68D48P Sr Instructor/Writer; 68D48P Sr Operating Room NCO.

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6–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68D OPERATING ROOM SPECIALIST](#)).

6–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Ds convert to 68W upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

6–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 21-weeks, 3-days. Phase I training is 9-weeks, 3 days and conducted at the JBSA-FSH, METC followed by a phase II 12-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. This course is designed to equip students with a comprehensive understanding of surgical technology practices, including the use of surgical instruments, supplies, and equipment. Phase I of the course focuses on didactic study, and covers, basic anatomy and physiology, vital signs, decontamination, sterilization, and disinfection methods, storage and handling of sterile supplies, identification and care of surgical instruments and specialized equipment. Students will also learn about the duties of scrub and circulating technicians, sterile techniques, and standard precautions. Additionally, the course covers operating room safety, transporting and positioning patients, handling of specimens, medications, dyes, and hemostatic agents, as well as surgical specialties related to selected surgical procedures. In phase II, students will receive on-the-job training in the clinical environment. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ds serve in MED DET and field hospital head and neck teams; and MED DET OR and CMS/SPD sections.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68D - Certifications/Licenses](#). At a minimum, Certified Sterile Processing and Distribution Technician (CSPDT) and Certified Surgical Technologist (CST). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

6–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

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b. Operational assignments. 68D SGTs serve in MED DET head and neck team teams, OR and CMS/SPD sections; MED DET, SBDE, and field hospital forward surgical sections.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68D - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

6-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68D SSGs serve in MED DET head and neck team teams; forward surgical section, MED DET, SBDE, and field hospital OR and CMS/SPD sections.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68D - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

6-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

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- b. Operational assignments. 68D SFC' serve in field hospitals OR and CMS/SPD sections.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (6-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Uniformed Services University of the Health Sciences (USUHS) assignment and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

6–8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

6–9. Professional Development Model

See ([Career Map - 68D](#)).

6–10. U.S. Army Reserve (USAR) Component

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance.

Chapter 7. 68E – Dental Specialist

The Dental Specialist assists the dental officer in prevention, examination, and treatment of diseases of teeth and oral region, or assists with the management of dental treatment facilities.

7–1. Position Titles with MOS, SQI and ASI Codes

68E titles include - 68E1O Dental Spec; 68E1ON5 Dental Laboratory Spec; 68E1OX2 Prev Dentistry Spec; 68E1P Dental Spec; 68E1S Dental Spec; 68E2O Dental SGT; 68E2ON5 Dental Lab SGT; 68E2OX2 Prev Dentistry SGT; 68E3O Sr Dental NCO; 68E3ON5 Sr Dental Lab NCO; 68E34 Recruiter; 68E38 Instructor; 68E38 SGL; 68E38N5 Instructor; 68E38N5 SGL; 68E3X Drill Sergeant; 68E4O Dental NCO; 68E4O Platoon Sergeant; 68E4O Ops Sergeant; 68E4ON5 Dental NCO; 68E42 Sr Training Dev/Writer; 68E48 Instructor; 68E48 SGL; 68E48N5 Instructor; 68E5O Sr Dental NCO; 68E58 Chief Instructor; 68E5M First Sergeant.

7–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68E DENTAL SPECIALIST](#)).

7–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA

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assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept. ASI-(N5) Dental Laboratory Specialist and ASI-(X2) Preventive Dentistry Specialist are restricted to (SPC-SSG), see DA Pam 611–21, table 12-2 for additional ASI information.

7–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 8-week, 2-day MOS AIT is conducted at the JBASA-FSH, METC followed by an assignment in the newly established specialized skill set. This program equips students with the essential skills needed to perform various tasks required of a dental assistant in the examination, care, and treatment of dental diseases and disorders. The subjects covered include basic dental sciences, dental radiology, general duties, dental records, and dental equipment. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Es serve in MED DETs, MED COs, SPT SQDNs, BSBs, and Special Forces Group (SFG) units. ASI (N5) and (X2) serve in MED COs, and field dental clinics.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68E - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. PFCs and SPC/CPLs should consider attending ASI (N5) or (X2) training. Soldiers are recommended to serve 12-months in their primary MOS prior to applying. ASI training ranges from 12-24 weeks, normally followed by an assignment where newly established skill set can be applied. Also, see Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

7–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68E SGTs serve in MED DETs and MED COs.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68E - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. SGTs should consider ASI (N5) or (X2) training, in addition to Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered

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all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

7-6. Staff Sergeant (SSG)

- a. Institutional training. See Ch. 2 (2-5d).
- b. Operational assignments. 68E SSGs serve in MED COs.
- c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68E - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. SSGs should consider ASI (N5) or (X2) training, See Ch 2. (2-8d) and (2-8e).
- e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

7-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68E SFC' serve in MED COs and MED BNs.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (7-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

7–8. Master Sergeant (MSG) / First Sergeant (1SG)

- a. Institutional training. See Ch. 2 (2-5f).
- b. Operational assignments. 68E MSGs serve as MED CO, 1SGs. It is important to note the single most demanding assignment at this level is 1SG.
- c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-10d) and (2-10e).
- e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

7–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

7–10. Professional Development Model

See ([Career Map - 68E](#)).

7–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 8. 68F – Physical Therapy Specialist

The Physical Therapy Specialist, supervises or administers physical therapy practices to restore or rehabilitate injured Soldiers, under the direction of a physical therapist and following medical referral. They also provide guidance and instruction on injury prevention and human performance optimization,

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facilitating overall health and wellness. Additionally, they serve as knowledgeable consultants and SMEs in fitness, conditioning programs, adaptive programs, and unit physical readiness training.

8–1. Position Titles with MOS, SQI and ASI Codes

68F titles include - 68F10 Physical Therapy Spec; 68F10 PT Spec; 68F20 Physical Therapy SGT; 68F20 Physical Therapy Spec; 68F20 PT Spec; 68F23 Physical Therapy SGT; 68F2P Physical Therapy SGT; 68F2S Physical Therapy SGT; 68F30 Physical Therapy SGT; 68F30 Physical Therapy Spec; 68F38 Instructor; 68F38 Instructor/Writer; 68F3S Physical Therapy NCO; 68F40 Physical Therapy NCO; 68F40 PT Spec; 68F48 Instructor; 68F48 Instructor/Writer; 68F48 Quality Assurance.

8–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68F PHYSICAL THERAPY SPECIALIST](#)).

8–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Fs convert to 68W upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

8–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 28-weeks 1-day. Phase I training is 18-weeks, 1-day and conducted at the JBSA-FSH, METC followed by a phase II 10-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. This course provides comprehensive training on physical therapy services and their relation to patient-oriented services. During phase I, students participate in periodic clinical rotations at the San Antonio Military Medical Center and develop a foundational understanding of the physical therapy mission and scope of practice, as well as the mechanisms of normal movement and functions of the human body and how these may be affected by congenital, traumatic, and pathological conditions. Students gain theoretical and basic science knowledge of physical therapy techniques, including physical assessment, therapeutic exercise, physical agents, gait training and ambulation, and patient transfers. Additionally, the course covers the psychological impact of injury, disability, and rehabilitation. In phase II, students will receive on-the-job training in the clinical environment. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. There are currently no Jr 68F TOE assignments. However, 68Fs serve in augmentation unit Holistic Health and Fitness (H2F) positions.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is recommended for Soldiers to complete [Army COOL - 68F - Certifications/Licenses](#). Many colleges offer associate degrees in Physical Therapy Assistant (PTA), which is a National Physical Therapy Examination (NPTE) prerequisite to obtain a PTA license. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

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e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

8–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68F SGTs serve in MED DETs, SPT SQDNs, BSBs, Special Forces Group (SFG) units and Security Force Assistance Brigade (SFAB) units. 68F SGTs also serve in augmentation unit H2F positions.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68F - Certifications/Licenses](#). SGTs should take the National Physical Therapy Examination (NPTE) to obtain a Physical Therapist Assistant (PTA) license. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter. Additionally, highly motivated and interested SGTs can request assignments within the Security Forces Assistance Brigade (SFAB) and Special Operations (Spec Ops) community.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

8–6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68F SSGs serve in Special Operations Aviation (SOA) units. 68F SSGs also serve in augmentation unit H2F positions.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended If not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68F - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

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f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

8-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. There are currently no 68F SFC TOE assignments.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (8-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer. Additionally, highly motivated and interested NCOs can request assignments within the Security Forces Assistance Brigade (SFAB) and Special Operations (Spec Ops) community.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

8-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

8-9. Professional Development Model

See ([Career Map - 68F](#)).

8-10. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 9. 68G – Patient Administration Specialist

The Patient Administration Specialist supervises or performs administrative duties in a Patient Administration Division (PAD) of a hospital or other medical activity.

9-1. Position Titles with MOS, SQI and ASI Codes

68G titles include - 68G1O Patient Admin Spec; 68G1O Pmc Pt Mvmt Cntrlr; 68G1O8Y Cert Medical Coder; 68G1P Pat Admin Spec; 68G2O Pat Admin NCO; 68G2O Pat Svcs NCO; 68G2O Jt Med Regulator; 68G2O PMC Pt Mvmt Cntrlr; 68G2O8Y Cert Medical Coder; 68G2P Pat Svcs NCO; 68G2S Pat Svcs NCO; 68G2S Pat Admin NCO; 68G3O Medical Records NCO; 68G3O Patient Admin NCO;

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68G308Y Patient Admin Spec; 68G30 MTF Patient Admin OC/T; 68G30 Med Record Supv; 68G30 PMC Pt Mvmt Cntrl; 68G308Y Cert Medical Coder; 68G30Y9 Squad Leader; 68G328Y Training Dev/Writer; 68G388Y Instructor; 68G34 VR Recruiter; 68G34 Recruiter; 68G34L Recruiter; 68G38 Instructor; 68G38 SGL; 68G3S Pat Admin NCO; 68G40 Patient Admin NCO; 68G40 Staff Assistant (PECC); 68G40 NCOIC Admin/Fin/Udm/Sc; 68G488Y Instructor; 68G48 SGL; 68G4P Pat Admin NCO; 68G50 Pat Admin NCO; 68G502S Patient Admin NCO; 68G588Y Instructor; 68G5M First Sergeant.

9–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68G PATIENT ADMINISTRATION SPECIALIST](#)).

9–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA, and is not uncommon through the rank of SFC. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept. There are no rank restrictions for ASI-(8Y) Certified Medical Coder training, see DA Pam 611–21, table 12-2 for additional ASI information.

9–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 7-week, 2-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This comprehensive training program equips students with the necessary knowledge and skills to excel in Patient Administration Specialist duties in both MTFs and field environments. The course covers medical terminology, healthcare entitlements, admission and disposition procedures, automated healthcare information systems, patient administration operations, medical records, anatomy and physiology, and health service support and patient administration functions during combat/contingency operations. HIPAA guidelines are also thoroughly covered to ensure privacy and security of personal medical information. In addition, students receive training on the management and monitoring of global patient movement using the Transportation Command (TRANSCOM) Regulating And Command & Control Evacuation System (TRAC2ES). See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Gs serve in MED DETs, SPT COs, MED COs, SPT SQDNs, BSBs, MED BDEs, and Medical Commands (MEDCOM). ASI-(8Y) serve in field hospitals.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68G - Certifications/Licenses](#). Soldiers should also consider ASI-(8Y) training. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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9–5. Sergeant (SGT)

- a. Institutional training. See Ch. 2 (2-5c).
- b. Operational assignments. 68G SGTs serve MED DETs, MED COs, BSBs, MED BDEs, MEDCOMs, SPT COs, SPT SQDNs, SBDEs, and in Special Operations Aviation (SOA) units and ASI-(8Y) serve in field hospitals.
- c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68G - Certifications/Licenses](#). SGTs should consider ASI-(8Y) training. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-7d) and (2-7e).
- e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.
- f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP), and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

9–6. Staff Sergeant (SSG)

- a. Institutional training. See Ch. 2 (2-5d).
- b. Operational assignments. 68G SSGs serve in MED BNs, MED BDEs, field hospitals, and Special Forces Group (SFG) units.
- c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended If not yet completed, SSGs should consider ASI-(8Y) training, and complete the EJPME I course in addition to [Army COOL - 68G - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-8d) and (2-8e).
- e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

9–7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68G SFC' serve in MED BDE and Corps level positions.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (9-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

9–8. Master Sergeant (MSG) / First Sergeant (1SG)

- a. Institutional training. See Ch. 2 (2-5f).
- b. Operational assignments. 68G MSGs serve in MEDCOMs. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.
- c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-10d) and (2-10e).
- e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

9–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

9–10. Professional Development Model

See ([Career Map - 68G](#)).

9–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 10. 68H – Optical Laboratory Specialist

The Optical Laboratory Specialist completely fabricates, dispenses and repairs prescription military eyewear. 68Hs assemble spectacles using presurfaced single-vision lens and surface multi-vision lens to assemble multi-vision spectacles. Additionally, they supervise optical laboratory personnel which includes sorting and forwarding prescriptions, preparing and making prescription lenses, inspecting them for accuracy, assembling frames, and performing repairs and maintenance on optical tools and machines.

10–1. Position Titles with MOS, SQI and ASI Codes

68H titles include - 68H1O Optical Lab Spec; 68H2O Optical Lab SGT; 68H3O Optical Lab NCO; 68H38 Instructor; 68H3X Drill Sergeant; 68H4O Sr Optical Lab NCO; 68H42 Sr Training Developer; 68H48 Instructor.

10–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68H OPTICAL LABORATORY SPECIALIST](#)).

10–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Hs convert to 68W upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

10–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 3-week, 3-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This comprehensive training program equips students with the necessary knowledge and skills in ophthalmic optics, ocular anatomy and physiology, optical laboratory supply and administration, and optical laboratory procedures required

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to fabricate and dispense prescription military eyewear in both fixed and field environments. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Hs serve in MED DETs and MED COs.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68H - Certifications/Licenses](#). At a minimum, the American Board of Opticianry, National Contact Lens Examiners Basic Certification (ABO NCLE), Contact Lens Registry Exam (CLRE). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

10-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68Ys serve in MED DET optometry teams.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68H - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

10-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. There are currently no 68H SSG TOE assignments.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68H - Certifications/Licenses](#) and the

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previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

10-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68H SFC' serve in MED BNs and MEDCOMs.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (10-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

10-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

10-9. Professional Development Model

See ([Career Map - 68H](#)).

10-10. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 11. 68J – Medical Logistics Specialist

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The Medical Logistics Specialist performs or supervises requisitioning, receipt, inventory management, storage, preservation, issue, salvage, destruction, stock control, quality control, property management, repair parts management, inspection, packing and shipping, care, segregation, and accounting of medical supplies and equipment.

11–1. Position Titles with MOS, SQI and ASI Codes

68J titles include - 68J1O Med Log Spec; 68J1P Med Log Spec; 68J1S Med Log Spec; 68J2O Med Log NCO; 68J2L Med Log SGT; 68J2P Med Log SGT; 68J2S Med Log SGT; 68J3O Med Log NCO; 68J3O Med Log Plans Sr NCO; 68J3O Stock Control Supv; 68J34 Recruiter; 68J34L Recruiter; 68J38 Instructor; 68J38 SGL; 68J38 Instructor/Writer; 68J3P Med Log SGT; 68J3S Med Log NCO; 68J3U Med Log SGT; 68J3X Drill Sergeant; 68J4O Med Log NCO; 68J4O Detachment Sergeant; 68J4O Platoon Sergeant; 68J4O MTTF Sr Med Log OC/T; 68J4O2S Med Log SGT; 68J4O3C Med Log NCO; 68J42 Sr Training Developer; 68J48 Instructor; 68J48 SGL; 68J48P Sr Instructor/Writer; 68J4S Med Log NCO; 68J4U Med Log SGT; 68J5O Med Log NCO; 68J5O Ops NCO; 68J5O2S Med Log NCO; 68J5O3C Med Log NCO; 68J5M First Sergeant; 68J5P Med Supply NCO.

11–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68J MEDICAL LOGISTICS SPECIALIST](#)).

11–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

11–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 6-week, 2-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. Medical Logisticians are allied health professionals focused on procurement, distribution and life cycle management of all necessary supplies and equipment to sustain fixed and contingency MTFs and other medical activities. The program provides comprehensive instruction in key areas, including Fundamentals of Medical Logistics, Supply Chain Management, Storage and Distribution, Medical Materiel Quality Control, Medical Assemblage Management / War Reserve Materiel, and Inventory / Property Management. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Js serve in MED DETs, MED COs, SPT COs, SPT SQDNs, BSBs, MED BDEs, field hospitals, the Medical Logistics Management Center (MLMC) and Civil Affairs (CA) units.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68J - Certifications/Licenses](#). At a minimum, the American Production and Inventory Control Society (APICS) Certified in Production and Inventory Management (CPIM), Certified Supply Chain Professional (CSCP). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

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e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

11-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68J SGTs serve in MED DETs, MED COs, SPT COs, SPT SQDNs, BSBs, MED LABs, the MLMC and SFG units.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68J - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

11-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68J SSGs serve in MED COs, SPT COs, MED BNs, SPT SQDNs, BSBs, SBDEs, field hospitals, the MLMC, 75th Ranger Regmt units, Special Operations Aviation (SOA) units, CA units, and SFG units.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68J - Certifications/Licenses](#), Certified Material and Resource Professional (CMRP), and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

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f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

11-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68J SFC' serve in MED COs, SBDEs, Chemical Bio Radiological Nuclear Explosives (CBRNE) Command, the MLMC, and 75th Ranger Regiment units.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (11-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

11-8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. 68J MSGs serve in MED BDEs and the MLMC and as MED CO 1SGs. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

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e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

11–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

11–10. Professional Development Model

See ([Career Map - 68J](#)).

11–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 12. 68K – Medical Laboratory Specialist

The Medical Laboratory Specialist performs blood banking procedures, elementary and advanced examinations of general laboratory procedures, and the testing and identification of biological, chemical, and environmental specimens to aid in the diagnosis, treatment, and prevention of disease and other medical disorders.

12–1. Position Titles with MOS, SQI and ASI Codes

68K titles include - 68K1O Med Lab Spec; 68K1O Bio Med Research Spec; 68K1P Med Lab Spec; 68K2O Med Lab SGT; 68K2O Med Lab NCO; 68K2P Med Lab SGT; 68K3O Med Lab NCO; 68K3O Med Lab NCO; 68K3OY9 Squad Leader; 68K34 Recruiter; 68K34 VR Recruiter; 68K34L Recruiter; 68K38 Instructor; 68K38 Instructor/Writer; 68K38 SGL; 68K3X Drill Sergeant; 68K4O Sr Med Lab NCO; 68K4O Med Lab NCO; 68K4O Lab NCO; 68K4O Detachment Sergeant; 68K4O MTTF Med Lab OC/T; 68K4O2S Sr Med Lab NCO; 68K42 Sr Training Dev/Writer; 68K48 Sr Instructor/Writer; 68K48 Instructor; 68K5O Sr Med Lab NCO; 68K5O Lab Tech; 68K5O Med Lab Tech; 68K52 Sr Training Dev/Writer; 68K58 Chief Instructor; 68K5M First Sergeant.

12–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68K MEDICAL LABORATORY SPECIALIST](#)).

12–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result

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in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

12-4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 52-weeks 2-days. Phase I training is 26-weeks, 2 days and conducted at the JBASA-FSH, METC followed by a phase II 26-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. The comprehensive course curriculum includes clinical chemistry, hematology, immunohematology, immunology, microbiology, parasitology, mathematics, and safety. Phase I instruction is delivered through conferences, discussions, case studies, demonstrations, practical exercises, and written and practical examinations. Phase II clinical practicum is carried out at military hospitals where students develop their psychomotor proficiency through structured hands-on training in a clinical setting. This training equips them with the technical skills required to achieve entry-level competencies as medical laboratory technicians and also meets the basic personnel requirements of the Clinical Laboratory Improvement Amendments of 1988 and the DoD Clinical Laboratory Improvement Program. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ks serve in MED DETs, MED COs, MED LABs, BSBs, SPT COs, SPT SQDNs, and field hospitals.

c. Self-development. Soldiers should begin formulating long-term objectives, concentrating on their military skills, while considering civilian education and degree-producing programs. 68Ks are afforded the opportunity in phase II training to take the American Society for Clinical Pathology (ASCP) Board of Certification (BOC) exam as a Medical Laboratory Technician (MLT). It is also recommended that Soldiers complete [Army COOL - 68K - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

12-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68K SGTs serve in MED DETs, MED COs, SPT SQDNs, BSBs, MED LABs, and field hospitals.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68K - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

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f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

12-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68K SSGs serve in MED DETs, MED LABs, and field hospitals.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended If not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68K - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

12-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68K SFC' serve as DET SGTs in MED DETs, MED BNs, MED BDEs, and field hospitals.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (12-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for

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information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

12–8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. There are currently no 68K MSG TOE assignments. However, it is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

12–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

12–10. Professional Development Model

See ([Career Map - 68K](#)).

12–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 13. 68L – Occupational Therapy Specialist

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The Occupational Therapy Specialist, under the direction of a registered military occupational therapist, supervises or interviews, tests, plans treatment programs, and teaches and assists patients to facilitate maximum recovery by decreasing physical and mental disabilities resulting from illness or trauma, prevent injury, and promote life-style modification to improve fitness. under the direction of a registered military occupational therapist, supervises or interviews, tests, plans treatment programs, and teaches and assists patients to facilitate maximum recovery by decreasing physical and mental disabilities resulting from illness or trauma, prevent injury, and promote life-style modification to improve fitness

13-1. Position Titles with MOS, SQI and ASI Codes

68L titles include - 68L10 Occupational Therapy Spec; 68L10 OT Spec; 68L20 Occupational Therapy SGT; 68L20 Occupational Therapy NCO; 68L28 Instructor/Writer; 68L30 Occupational Therapy NCO; 68L38 Instructor; 68L38 Instructor/Writer; 68L40 Occupational Therapy NCO; 68L48 Instructor; 68L48 Instructor/Writer.

13-2. Prerequisites

See Smartbook DA Pam 611-21 ([10-68L OCCUPATIONAL THERAPY SPECIALIST](#)).

13-3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Ls convert to 68W upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

13-4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 34-weeks 2-days. Phase I training is 18-weeks, 2 days and conducted at the JBSA-FSH, METC followed by a phase II 16-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. This course is designed to meet the high standards set by the Accreditation Council for Occupational Therapy Education of the American Occupational Therapy Association. Phase I of the program covers a broad range of physical and behavioral sciences, as well as the principles and skills needed to assist occupational therapists in implementing health maintenance and prevention programs for both psychiatric and physical disability patients. Phase II includes clinical training at designated military treatment facilities. Upon graduation, students will be eligible to take the national certification examination and earn the designation of Certified Occupational Therapy Assistant. It's important to note that certification and licensure are separate from the MOS award. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ls serve in MED DETs and augmentation unit Holistic Health and Fitness (H2F) positions.

c. Self-development. All 68Ls graduate the Occupational Therapy (OT) with an Associate of Science (AS) degree and the opportunity to challenge the national examination for Occupational Therapy Assistant (OTA), administered by the National Board for Certification in OT (NBCOT). Although not mandatory Soldiers should develop a plan to acquire a bachelor's degree. It is also recommended that Soldiers complete [Army COOL - 68L - Certifications/Licenses](#). At a minimum, the

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Occupational Therapist, Registered (OTR). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. All 68L Soldiers should attend the Combat and Operational Stress Control, Traumatic Event Management, and Managing COSC patients courses. Additionally, see Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

13–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68L SGTs serve in MED DETs and augmentation unit H2F positions.

c. Self-development. All 68Ls graduate the Occupational Therapy (OT) program with an Associate of Science (AS) degree and the opportunity to challenge the national examination for Occupational Therapy Assistant (OTA), administered by the National Board for Certification in OT (NBCOT). Although not mandatory SGTs should consider acquiring a bachelor's degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68L - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

13–6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. There are currently no 68L SSG TOE assignments. However, SSGs serve in augmentation unit H2F positions.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a bachelor's degree, if not already completed. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended If not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68L - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

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e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

13–7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. There are currently no 68L SFC' TOE assignments.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (13-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

13–8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

13–9. Professional Development Model

See ([Career Map - 68L](#)).

13–10. U.S. Army Reserve (USAR) Component

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance.

Chapter 14. 68M – Nutrition Care Specialist

The Nutrition Care Specialist assists in the supervision of medical nutrition care operations, or plans, prepares, cooks, and serves food for regular or modified diets in field and fixed hospitals.

14–1. Position Titles with MOS, SQI and ASI Codes

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68M titles include - 68M1O Nutrition Care Spec; 68M2O Nutrition Care SGT; 68M3O Nutrition Care NCO; 68M34 Recruiter; 68M34L Recruiter; 68M38 Instructor; 68M38 SGL; 68M4O Nutrition Care NCO; 68M48 Instructor; 68M48 Instructor/Writer; 68M5O Sr Nutrition Care NCO; 68M5M First Sergeant.

14-2. Prerequisites

See Smartbook DA Pam 611-21 ([10-68M NUTRITION CARE SPECIALIST](#)).

14-3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

14-4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 7-week, 2-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This comprehensive program is designed to train enlisted personnel in nutrition care operations to include basic nutrition concepts, clinical nutrition concepts and functions, performance nutrition for warriors, therapeutic and regular patient diet preparation, assembly and service, and Army Medical Field Feeding concepts and functions in a mobile environment. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ms serve in MED DETs, field hospitals, and augmentation unit Holistic Health, and Fitness (H2F) positions.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68M - Certifications/Licenses](#). At a minimum, the ServSafe Manager Certification, the Joint Forces Nutrition and Operations Course (JFNOC) and optional American Culinary Federation (ACF) certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

14-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68M SGTs serve in field hospitals and augmentation unit H2F positions.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68M - Certifications/Licenses](#), and the Joint Annual Nutrition and Dietitian

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(JAND) course. Upon ALC completion, SGTs are recommended to submit attendance request for the Certified Dietary Manager course. Requests are processed through the MEDCoE, Nutrition and Diet Therapy Branch. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

14–6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68M SSGs serve in field hospitals and augmentation unit H2F positions.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68M - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

14–7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. There are currently no 68M SFC TOE assignments.

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c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (14-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

14-8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. There are currently 68M MSG TOE assignments. However, it is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Professional Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

14-9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

14-10. Professional Development Model

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See ([Career Map - 68M](#)).

14–11. U.S. Army Reserve (USAR) Component

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance.

Chapter 15. 68P – Radiology Specialist

The Radiology Specialist operates fixed and portable radiology equipment or supervises radiology activities.

15–1. Position Titles with MOS, SQI and ASI Codes

68P titles include - 68P10 Radiology Spec; 68P1P Radiology Spec; 68P2O Radiology SGT; 68P2P Radiology SGT; 68P3O Radiology NCO; 68P3OY9 Squad Leader; 68P34 Recruiter; 68P38 Instructor; 68P38 Instructor/Writer; 68P4O Sr Radiology NCO; 68P4O Detachment Sergeant; 68P42 Sr Training Developer; 68P48 Instructor; 68P48 Instructor/Writer; 68P5O Ch Radiology NCO; 68P58 Chief Instructor; 68P5M First Sergeant.

15–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68P RADIOLOGY SPECIALIST](#)).

15–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

15–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 44-weeks, 2-days. Phase I training is 24-weeks, 2-days and conducted at the JBSA-FSH, METC followed by a phase II 22-week training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. Phase I of the radiography training program provides a comprehensive education on radiographic principles, including radiographic procedures, radiation protection, imaging equipment and techniques, and quality assurance. Foundational topics included are radiation biology, radiation physics, medical terminology, concepts of patient care, radiographic pathology, along with medical ethics and law. This phase also includes laboratory exercises to test theories and concepts, with a focus on developing manual skills prior to clinical application. In phase II, students will receive on-the-job training in the clinical environment performing procedures and exams on actual patients under the guidance of qualified radiographers and radiologists. Emphasis is to acquire competency in performing procedures/exams on actual ill or injured patients. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ps serve in MED COs, MED DETs, SPT SQDNs, BSBs, and field hospitals.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68P - Certifications/Licenses](#), the

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American Registry of Radiologic Technologists (ARRT): Computed Tomography (CT), Magnetic Resonance Imaging (MRI), Radiography (R), Sonography (S). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

15-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68P SGTs serve in MED COs, SPT COs, SPT SQDNs, BSBs, and field hospitals.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68P - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO

15-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. There are currently no 68P SSG TOE assignments.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68P - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual

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Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

15-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68P SFC' serve in field hospitals.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (15-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

15-8. Master Sergeant (MSG) / First Sergeant (1SG)

- a. Institutional training. See Ch. 2 (2-5f).
- b. Operational assignments. There are currently no 68P MSG TOE assignments. However, it is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.
- c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-10d) and (2-10e).

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e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

15–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

15–10. Professional Development Model

See ([Career Map - 68P](#)).

15–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 16. 68Q – Pharmacy Specialist

The Pharmacy Specialist screens, prepares, controls, and issues pharmaceuticals products under the supervision of a pharmacist or physician, and supervises pharmacy activities.

16–1. Position Titles with MOS, SQI and ASI Codes

68Q titles include - 68Q10 Pharmacy Spec; 68Q20 Pharmacy SGT; 68Q2P Pharmacy SGT; 68Q30 Pharmacy NCO; 68Q30 MTTF Pharmacy OC/T; 68Q34 Recruiter; 68Q34L Recruiter; 68Q38 Instructor; 68Q38P Sr Instructor/Writer; 68Q40 Pharmacy NCO; 68Q42 Sr Training Developer; 68Q48 SGL; 68Q48 Instructor; 68Q50 Sr Pharmacy NCO; 68Q58 Chief Instructor; 68Q5M First Sergeant.

16–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68Q PHARMACY SPECIALIST](#)).

16–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

16–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 22-week, 1-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. which is followed by an assignment in the newly established specialized skill set. Entry-level pharmacy technician training includes topics related to drugs, their sources, preparation, uses, incompatibilities, and doses; pharmaceutical symbols and terms; drug storage and control procedures; dispensing procedures, and

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the interpretation of sterile product orders; use of necessary equipment, supplies, and references. The curriculum also explores pharmacy administration, pharmaceutical calculations, chemistry, therapeutics, pharmacology, the characteristics and design of an aseptic work environment, hospital pharmacy practices, and quality control principles and procedures. Students will also receive introductory and reinforcement defense training in Chemical, Biological, Radiological, Nuclear, and Explosives (CBRNE), equipping them to respond to terrorist threats or attacks. Students are supervised by a pharmacy officer or medical corps officer throughout training to ensure they gain the knowledge and skills required to succeed as a pharmacy technician. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Qs serve in MED COs and field hospitals.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68Q - Certifications/Licenses](#). At a minimum, the Pharmacy Technician Certification Board (PTCB) Certified Pharmacy Technician (CPhT). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

16-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68Qs serve in SPT SQDNs, BSBs and field hospitals.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68Q - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

16-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68Q SSGs serve in field hospitals.

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c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68Q - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

16-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68Q SFC' in MED BNs and field hospitals.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (16-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

16-8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

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b. Operational assignments. 68Q MSGs serve in MEDCOMs. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

16–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

16–10. Professional Development Model

See ([Career Map - 68Q](#)).

16–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 17. 68R – Veterinary Food Inspection Specialist

The Veterinary Food Inspection Specialist inspects or supervises the inspection of meat, poultry, water foods, eggs, dairy products, operational rations, fresh fruits and vegetables in depots, supply points, and on military installations to assure a safe, high quality food supply for DOD personnel in all environments with emphasis on the field wartime environment.

17–1. Position Titles with MOS, SQI and ASI Codes

68R titles include - 68R1O Food Inspector. 68R2O Food Inspection SGT; 68R3O Food Inspection NCO; 68R34 Recruiter; 68R34 VR Recruiter; 68R34L Recruiter; 68R38 Instructor/Writer; 68R38 Instructor; 68R3P Food Inspection NCO; 68R3X Drill Sergeant; 68R4O Detachment Sergeant; 68R4O Food Insp NCO; 68R4O Platoon Sergeant; 68R4O Sr Food Insp NCO; 68R4O Vet Svc NCO; 68R4O1H Victim Advocate; 68R4O2S Sr Food Insp NCO; 68R42 Sr Training Dev/Writer; 68R48 Instructor; 68R48 Instructor/Writer; 68R5O Ch Veterinary NCO; 68R5O Sr Veterinary NCO; 68R5O Veterinary Service NCO; 68R5O2S Sr Veterinary NCO; 68R58 Chief Instructor; 68R5M First Sergeant.

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17-2. Prerequisites

See Smartbook DA Pam 611-21 ([10-68R VETERINARY FOOD INSPECTION SPECIALIST](#)).

17-3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

17-4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 8-week MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This training program emphasizes the competencies required to perform food inspection responsibilities effectively and equips students with a working knowledge of techniques used to determine identity, condition, and quantity in various food groups, such as red meats (including pork), water-foods, poultry, eggs, dairy products, semi-perishables, fresh fruits, and vegetables. Included subjects covered are, animal medicine and selected military subjects, sampling procedures, forms, contract administration, basic food inspection procedures (including sensory evaluation), basic food establishment sanitation, food safety and quality assurance, surveillance inspection, and veterinary preventive medicine. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Rs serve in MED DET veterinary service support positions and in MED BN preventive medicine sections.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68R - Certifications/Licenses](#), at a minimum, the serv safe manager certification, Certified in Comprehensive Food Safety (CCFS), and the Food Safety and Quality Auditor Certification (CFSQA). The following courses should also be considered: the advanced food technology course (SPC & SGT only), installation food vulnerability assessment course (SPC/P - SFC only), installation veterinary services course (SPC & above), and surveillance food laboratory course. See Ch. 2 for detailed information on self-improvement, cool certifications, DL, and army e-learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

17-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68R SGTs serve in MED DET food procurement and laboratory teams (FPLT) and veterinary service support teams, and in MED LAB occupational and environmental health sections.

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c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68R - Certifications/Licenses](#), at a minimum, the servsafe manager certification. The following courses should also be considered if not yet completed: the advanced food technology course (SPC and SGT only), installation food vulnerability assessment course (SPC/P - SFC only), installation veterinary services course (SPC and above), and surveillance food laboratory course. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

17-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68R SSGs serve in MED DET FPLTs and veterinary service support teams, and in SBDEs, BDE surgeon section positions.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended If not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68R - Certifications/Licenses](#). The following courses should also be considered if not yet completed: the installation food vulnerability assessment course (SPC/P - SFC only), installation veterinary services course (SPC and above), and surveillance food laboratory course. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e). Certified Quality Auditor; HACCP Auditor; Certified Quality Inspector from American Society for Quality.

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

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17-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68R SFC' serve in MED BN preventive medicine sections.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (17-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

17-8. Master Sergeant (MSG) / First Sergeant (1SG)

- a. Institutional training. See Ch. 2 (2-5f).
- b. Operational assignments. 68R MSGs serve in MED DET, HQs NCO positions. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.
- c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-10d) and (2-10e).
- e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

17–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z/00Z.

17–10. Professional Development Model

See ([Career Map - 68R](#)).

17–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 18. 68S – Preventive Medicine Specialist

The Preventive Medicine Specialist conducts or assists with preventive medicine inspections, surveys, control operations, and preventive medicine laboratory procedures, supervises preventive medicine facilities, or serves on preventive medicine staff.

18–1. Position Titles with MOS, SQI and ASI Codes

68S titles include - 68S1O Prev Med Spec; 68S1ON4 Health Physics Spec; 68S1ON4 Prev Med Spec; 68S2O Prev Med NCO; 68S2ON4 Health Physics NCO; 68S2P Prev Med NCO; 68S2U Prev Med NCO; 68S3O Health Physics NCO; 68S3O Prev Med NCO; 68S3ON4 Health Physics NCO; 68S3ON4 Health Physics NCO; 68S34 Recruiter; 68S34L Recruiter; 68S38 Instructor; 68S38N4 Instructor; 68S3P Prev Med NCO; 68S3S Prev Med NCO; 68S3U Prev Med NCO; 68S3X Drill Sergeant; 68S4O Prev Med NCO; 68S4O Cams Crs Mgt NCO/Instr; 68S4O Detachment Sergeant; 68S4O2S Prev Med NCO; 68S4ON4 Health Physics NCO; 68S42 Sr Training Dev/Writer; 68S48 Instructor; 68S48 Prev Med Spec; 68S48N4 Instructor; 68S48P Sr Crs Mgt NCO Instructor; 68S4P Prev Med NCO; 68S5O Prev Med NCO; 68S4S Prev Med NCO; 68S58 Instructor; 68S5M First Sergeant.

18–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68S PREVENTIVE MEDICINE SPECIALIST](#)).

18–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept. ASI-(N4) Health Physics Specialist is restricted to (PFC-SSG) with 24-months or less Time in Service (TIS). Soldiers are recommended to serve 12-months in their primary MOS before applying for ASI training. See DA Pam 611–21, table 12-2 for additional ASI information.

18–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

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- a. Institutional training. The 16-week, 1-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This program prepares students to thoroughly inspect and evaluate the sanitation and safety of living quarters, food service facilities, water supplies, industrial operations, and other facilities and operations as needed. Students will also be equipped to evaluate the adequacy of wastewater and solid waste disposal operations, perform essential entomological functions to support insect and rodent control programs, and aid in collecting data for communicable and occupational disease investigations. With this comprehensive training, students will be able to help maintain a clean and safe environment for all. See Ch. 2 (2-5b) for PME requirements.
- b. Operational assignments. 68Ss serve in MED LAB Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE) sections, endemic disease sections, and occupational and environmental health sections; in MED DET preventive medicine teams; in military police (MP) BN preventive medicine sections; and in field hospital supply and services sections.
- c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68S - Certifications/Licenses](#), Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS) and Associate- Infection Prevention and Control (a-PIC). SPC/CPLs should consider ASI-(N4) training. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-6d) and (2-6e).
- e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

18–5. Sergeant (SGT)

- a. Institutional training. See Ch. 2 (2-5c).
- b. Operational assignments. 68S SGTs serve in MED LAB occupational and environmental health sections, and endemic disease sections, 75th Ranger regiment medical support sections; MP BN prev med sections; SPT CO, SPT SQDN, and BSB preventive medicine teams.
- c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68S - Certifications/Licenses](#). SGTs should consider ASI-(N4) training if not yet acquired. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-7d) and (2-7e).
- e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.
- f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP), Special Missions Unit (SMU) and Uniformed Services University of the Health Sciences (USUHS) assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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18-6. Staff Sergeant (SSG)

- a. Institutional training. See Ch. 2 (2-5d).
- b. Operational assignments. 68S SSGs serve in MED DET and MED BN prev med teams and sections; in Civil Affairs (CA) BN medical sections; Special Forces Group (SFG) unit medical sections; and the 75th Ranger Regiment medical support sections.
- c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended if not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68S - Certifications/Licenses](#). SSGs should consider ASI N4-Health Physics Specialist training if not yet acquired. ASI N4 is restricted to (SPC-SFC) and is applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12-2. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-8d) and (2-8e).
- e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.
- f. Special/Nominative opportunities and assignments include Attaché, Defense Threat Reduction Agency (DTRA) assignment, the Golden Knights, Special Missions Unit (SMU), Uniformed Services University of the Health Sciences (USUHS) assignment and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

18-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. 68S SFC' serve in MED DET HQs; MED BDE Clin Ops sections; SBDE, BDE surgeon section positions; CBRNE CMD nuclear disablement teams; CA BDE medical sections and medical training positions; and SFG unit surgeon section positions.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (18-6c). SFC' should also consider ASI N4-Health Physics Specialist training if not yet acquired. ASI N4 is restricted to (SPC - SFC) and is applied for through normal channels. Descriptions, qualifications, and restrictions are found in DA Pam 611-21, table 12-2. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-9d) and (2-9e).

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e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, DTRA assignment, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

18–8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. 68S MSGs serve in the 18th MEDCOM prev med sections. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include Battle Staff NCO, EOA, IG NCO, Chief Instructor, 1SG, MFT, MRT, OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Some of the merit-based indicators of consideration for SGM are: Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility; served successfully in any of the valid MSG/1SG positions of MOS/ASI career track; minimum requirement of having met or exceeded all course standards of NCOES courses attended, with Distinguished Honor Graduate, Honor Graduate, Leadership Award recipients, or those earning Commandant's List placement being given noteworthy consideration for the merit of their achievement; continued learning through military and civilian educational opportunities.*

18–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z.

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18–10. Professional Development Model

See ([Career Map - 68S](#)).

18–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 19. 68T – Animal Care Specialist

The Animal Care Specialist is responsible for the supervision or provision of care, management, treatment, and maintenance of sanitary conditions for animals with a primary focus on the prevention and control of diseases that can be transmitted from animals to humans. 68Ts also provide comprehensive care for government-owned animals.

19–1. Position Titles with MOS, SQI and ASI Codes

68T titles include - 68T10 Animal Care Spec; 68T10 Lab Animal Tech; 68T20 Animal Care NCO; 68T20 Lab Animal Tech; 68T2L Animal Care SGT; 68T2P Animal Care Spec; 68T2S Animal Care SGT; 68T30 Animal Care NCO; 68T30 Veterinary Ops NCO; 68T34 Recruiter; 68T34 AMEDD Rctg NCO; 68T38 Instructor; 68T38P Sr Instructor/Writer; 68T3U Animal Care NCO; 68T40 Sr Animal Care NCO; 68T40 Ch, Vet Svc NCO; 68T40 Veterinary Ops NCO; 68T40 Detachment Sergeant; 68T402S Veterinary Ops NCO; 68T42 Sr Training Dev/Writer; 68T48 Instructor; 68T48 Instructor/Writer.

19–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68T ANIMAL CARE SPECIALIST](#)).

19–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Ts convert to 68Rs upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

19–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 11-week MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. This comprehensive training program equips students with the necessary skills to provide military support for animal care, management, and treatment. Training subjects include veterinary administrative procedures, basic sciences, anatomy, physiology, pharmacology, pathology, toxicology, mathematics, diagnostic laboratory procedures, radiology, laboratory animal care and handling, anesthesiology, surgical procedures and support, emergency medical care, and large animal management and handling. 68Ts work under the supervision of Veterinary Corps Officers and NCOs. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ts serve in MED DET veterinary service support teams and veterinary medical and surgical teams; and engineer (ENG) DET, ENG canine squads.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68T - Certifications/Licenses](#), the

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American Association of Veterinary State Boards (AAVSB), and Veterinary Technician National Exam (VTNE). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and Uniformed Services University of the Health Sciences (USUHS) assignment (SPCs only) World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

19-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68T SGTs serve in MED DET veterinary medical and surgical teams; ENG DET, HQ section positions; and Special Forces Group (SFG) unit surgeon section positions and combatting terrorism tracking (CbT) detachment positions.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68T - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. SGTs should consider ASI-(N4) training in addition to Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP) and USUHS assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO

19-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68T SSGs serve in The Old Guard, Caisson plt and the 75th Ranger Regiment HQs, medical plts, medical sections.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68T - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

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e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, USUHS assignment and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

19-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68T SFC' serve in MED DET HQs positions.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (19-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, USUHS assignment and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

19-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68R*.

19-9. Professional Development Model

See ([Career Map - 68T](#)).

19-10. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 20. 68V – Respiratory Specialist

The Respiratory Specialist provides valuable assistance to physicians in the care, examination and treatment of acute and chronic diseases of the respiratory and cardiac region and/or assists with the management of respiratory care areas in both general and intensive care settings.

20-1. Position Titles with MOS, SQI and ASI Codes

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68V titles include - 68V20 Respiratory SGT; 68V30 Respiratory NCO; 68V34 Recruiter; 68V38 Instructor; 68V40 Respiratory NCO; 68V48 Instructor; 68V48 Instructor/Writer; 68V48 SGL.

20–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68V RESPIRATORY SPECIALIST](#)).

20–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and it is not uncommon through the rank of SFC. 68Vs begin at SGT and convert to 68Ws upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

20–4. Sergeant (SGT)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 37-weeks 4-days. Phase I training is 22-weeks and conducted at the JBSA-FSH, METC followed by a phase II 15-week, 4-day training conducted at the San Antonio Military Medical Center, succeeded by an assignment in the newly established specialized skill set. The Respiratory Therapy program is an Interservice Training Review Organization (ITRO) course. Program instruction is delivered through combined lecture (didactic), demonstration and application. In phase I, students receive specialized training in the theory and practice of respiratory care. Program subjects include general medical orientation, medical terminology, anatomy, physiology, microbiology, growth and development, health communication, patient assessment, and basic life support. In phase II, students apply their knowledge and skills on a wide variety of patients and conditions in clinical rotations, which encompass surgical, medical, and neonatal intensive care units, medical wards, pulmonary function lab, and other clinical environments. See Ch. 2 (2-5c).

b. Operational assignments. 68V SGTs serve in MED DET and field hospital anesthesia service section positions.

c. Self-development. All 68V course graduates receive an Associate of Science (AS) in Health Sciences degree with a concentration in Respiratory Therapy from the College of Allied Health Sciences (CAHS), Uniformed Services University (USU). 68Vs may challenge the Therapist Multiple Choice examination in order to obtain the Certified Respiratory Therapist (CRT) credential and qualify to challenge the Clinical Simulation Exam (CSE) for the Registered Respiratory Therapist (RRT) credential. Refer to [The National Board for Respiratory Care](#) (NBRC). Although not mandatory SGTs should develop a plan to acquire a bachelor's degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68V - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

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f. Special/Nominative opportunities and assignments include the Golden Knights and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

20–5. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68V SSGs serve in MED DET and field hospital anesthesia service section positions.

c. Self-development. All 68V course graduates receive an AS in Health Sciences degree with a concentration in Respiratory Therapy from the CAHS, USU. 68Vs may challenge the Therapist Multiple Choice examination in order to obtain the CRT credential and qualify to challenge the CSE for the RRT credential. Refer to the [NBRC](#). Although not required for promotion, NCOs should concentrate on acquiring a bachelor's degree, if not already completed. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is recommended if not yet completed, SSGs complete the EJPME I course in addition to [Army COOL - 68V - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

20–6. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68V SFC' serve in field hospital anesthesia service section positions.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (20-5c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

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f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

20–7. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

20–8. Professional Development Model

See ([Career Map - 68V](#)).

20–9. U.S. Army Reserve (USAR) Component

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance.

Chapter 21. 68W – Combat Medic Specialist

The Combat Medic Specialist provides emergency medical treatment, limited primary care, force health protection, and evacuation in a variety of operational and clinical settings from point of injury or illness through the continuum of military health care.

21–1. Position Titles with MOS, SQI and ASI Codes

68W titles include - 68W1O Amb Aide/Driver; 68W1O CA Trauma Med Spc; 68W1O Emergency Med Care Spc; 68W1O Health Care Spc/Driver; 68W1O Littler Bearer; 68W1OE Combat Medic Spc; 68W1E Combat Medic Spc; 68W1OW1 Health Care Spc; 68W1OY8 Imm/Allergy Spc; 68W1FF2 Flight Medic; 68W1P Combat Medic Spc; 68W1P Health Care Spc; 68W1P Vehicle Driver; 68W1PE Emergency Med Care Spc; 68W1PW1 Emergency Med Care Spc; 68W1PW1 Health Care Spc; 68W1PW2 Health Care Spc; 68W1P Amb Aide/Driver; 68W1S Health Care Spc; 68W1SW1 Health Care Spc.

68W2O Emergency Med Care SGT; 68W2O Emergency Med Care NCOIC; 68W2O Health Care NCOIC; 68W2O CA Trauma Med SGT; 68W2O Med Ops NCO; 68W2O Pt Mvmt Clin Ops; 68W2OE Emergency Med Care NCO; 68W2OY8 Imm/Allergy NCO; 68W23 Health Care NCO; 68W23 Med Advisor; 68W28 Instructor; 68W28 Instructor; 68W2F Flight Medic; 68W2FF2 Flight Medic; 68W2FF2 Flight Paramedic NCO; 68W2L Health Care NCO; 68W2LW1 Sr Med Plans NCO; 68W2P Emergency Med Care NCO; 68W2P Health Care NCO; 68W2P Med Readiness NCO; 68W2PQ5 Emergency Med Care NCO; 68W2PW1 Emergency Med Care NCO; 68W2PW1 Health Care NCO; 68W2SFW1 Flight Paramedic NCO; 68W2SW1 Health Care NCO; 68W2U Emergency Med Care NCO; 68W2UW1 Emergency Med Care NCO; 68W2UW1 Health Care NCO; 68W2VE Emergency Med Care NCO; 68W2VQ5 Emergency Med Care NCO; 68W2VW1 Emergency Med Care NCO; 68W2X DS;

68W3O Emergency Med Care NCO; 68W3O Exec Asst (CSM); 68W3O FAA Medic OC/T; 68W3O Health Care NCO WHMU; 68W3O Med NCOIC; 68W3O Plans NCO; 68W3O Ops NCO; 68W3O Section NCO; 68W3O1H Victim Advocate; 68W3O2S Health Care NCO; 68W3O2S Tech Intel Analyst; 68W3OE Health Care NCO; 68W3OY8 Imm/Allergy NCO; 68W3OY9 Squad Leader; 68W33 Health Care NCO; 68W34 AMEDD Rctg NCO; 68W34 RCTR; 68W34L RCTR; 68W38 ALC SGL; 68W38 Fid Medic Instr; 68W38 Med Instr JROTC; 68W38 Instructor; 68W38 NCOIC Field Craft; 68W38 SGL; 68W38 Sr Enl Ldr/Instr; 68W38F2 Instructor; 68W38Y8 Instructor/Writer; 68W38Y8 SGL; 68W3F Air Amb NCO; 68W3F8F2 Instructor; 68W3FF2 Air Amb NCO; 68W3FF2 Flight Paramedic NCO; 68W3L Health Care NCO; 68W3L2S Health Care NCO; 68W3L8 Instructor; 68W3P Emergency Med Care NCO; 68W3P Health Care NCO; 68W3P Section NCO; 68W3S Med Ops NCO; 68W3S8W1 Med NCO; 68W3SFW1 Flight Medic Instr; 68W3SFW1 Flight Paramedic NCO; 68W3SW1 Health Care NCO;

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68W3SW2 Med Trng NCO; 68W3U Emergency Med Care NCO; 68W3UW1 Emergency Med Care NCO; 68W3UW1 Health Care NCO; 68W3V Emergency Med Care NCO; 68W3X DS.

68W4O BDE Med Ops NCO OC/T; 68W4O BEB Med NCO OC/T; 68W4O BSB Amb NCO OC/T; 68W4O Clinic Mgr WHMU; 68W4O Det Sergeant; 68W4O Emergency Med Care NCO; 68W4O FA BN Med Plt OC/T; 68W4O FABN Med NCO OC/T; 68W4O Health Care NCO; 68W4O Intelligence Med NCO; 68W4O Evac Plt OC/T; 68W4O MED CO Sr NCO OC/T; 68W4O MED CO Txt Plt OC/T; 68W4O Med OC/T; 68W4O Med Readiness/Plans/Mobility NCO; 68W4O Med NCOIC; 68W4O Med Ops NCO ADV; 68W4O Med SFA NCO; 68W4O MN PSG OC/T; 68W4O MTTF Sr Clinical OC/T; 68W4O NCOIC Fld Craft; 68W4O Ops NCO; 68W4O Plans NCO; 68W4O Plans/Ops/Trng NCO; 68W4O PSG; 68W4O SAPR/SHARP Advisor; 68W4O SQDN Med Plt OC/T; 68W4O Sr Medic; 68W4O Sr Trng Mgt NCO; 68W4O Sgn Cell NCOIC; 68W4O Talent Mgt NCO; 68W4O TF Med Plt OC/T; 68W4O1H LSN LRND DEV; 68W4O1H SARC; 68W4O2S BDE Med Ops NCO OC/T; 68W4O2S BEB Med NCO OC/T; 68W4O2S BN Med OC/T; 68W4O2S BSB Amb NCO OC/T; 68W4O2S BSB Med TM PLT OC/T; 68W4O2S FABN Med OC/T; 68W4O2S Frwd Med TM OC/T; 68W4O2S Health Care NCO; 68W4O2S Intelligence Med NCO; 68W4O2S Med Readiness/Plans/Mobility NCO; 68W4O2S Med OC/T; 68W4O2S Plans NCO; 68W4O2S MN Med PSG OC/T; 68W4O2S Ops NCO; 68W4O2S Plans NCO; 68W4O2S PSG; 68W4O2S Test and Eval NCO; 68W4O2S TF Med OC/T; 68W4OF2 AVN Medevac OC/T; 68W4OF2 Sr Medic; 68W4OF2 Det Sergeant; 68W4OF2 Evac PSG; 68W4OF2 Med Trng O/CT; 68W4OW1 Medic NCO; 68W4OW1 PSG; 68W4OY8 Imm/Allergy NCO; 68W4OY9 PSG; 68W42 Sr Trng Dev/Writer; 68W42 Trng Developer; 68W43 Health Care NCO; 68W43 Ops NCO; 68W48 Emergency Med Care NCO; 68W48 Health Care Spec; 68W48 Instructor; 68W48 SGL; 68W48 SLC SGL; 68W48 Sr Instructor; 68W48 Sr Trng Dev/Writer; 68W48 SSGL; 68W48 SSGL/PSG; 68W48F2 Instructor; 68W48VW1 Instructor/Writer; 68W48Y8 Instructor/Writer; 68W48Y9 Instructor; 68W4B IG NCO; 68W4F Health Care NCO; 68W4F PSG; 68W4F2S Med Trainer OC/T; 68W4F8F2 Instructor; 68W4FF2 AVN FI OC/T; 68W4FF2 BDE Flight Medic OC/T; 68W4FF2 Det Sergeant; 68W4FF2 Evac Ops NCO; 68W4FF2 1SG; 68W4FF2 Health Care NCO; 68W4FF2 Sr Med Instructor; 68W4FF2 PSG; 68W4L Health Care NCO; 68W4L8 Sr Trng Mgr Instr; 68W4MF2 1SG; 68W4P Det Sergeant; 68W4P Emergency Med Care NCO; 68W4P Health Care NCO; 68W4P INF BN Med Plt OC/T; 68W4P Instructor; 68W4P Med NCO OC/T; 68W4P Ops NCO; 68W4P Plans NCO; 68W4P PSG; 68W4P2S BSB Med Amb Plt OC/T; 68W4P2S Health Care NCO; 68W4P2S Med NCO OC/T; 68W4P2S Ops NCO; 68W4P8W1 Health Care NCO; 68W4PW1 Det Sergeant; 68W4PW1 Health Care NCO; 68W4PW2 CA Med Ops NCO; 68W4Q EOA; 68W4Q SHARP Pgm Mgr; 68W4SF2S Flight Medic Instr; 68W4SF2S Ops/Trng NCO; 68W4SFW1 Emergency Med Care NCO; 68W4SFW1 Health Care NCO; 68W4SFW1 Ops NCO; 68W4SFW1 Sr Flight Medic; 68W4SW1 Health Care NCO; 68W4SW1 Plans NCO; 68W4SW1 Ops NCO; 68W4U PSG; 68W4UW1 Emergency Med Care NCO; 68W4UW1 Health Care NCO; 68W4UW1 Ops NCO; 68W4UW1 Plans NCO; 68W4UW1 PSG; 68W4V Advisor; 68W4V Emergency Med Care NCO; 68W4X Sr DS.

68W5O Sr Health Care NCO; 68W5O Intelligence Med NCO; 68W5O Ldr Dev NCO; 68W5O Med Ops NCO; 68W5O MTTF Sr Clinical OC/T; 68W5O MTTF Sr Med NCO OC/T; 68W5O Plans NCO; 68W5O Sr Ops NCO; 68W5O Sr Talent Mgt NCO; 68W5O2S BSB Txt OC/T; 68W5O2S Intelligence Med NCO; 68W5O2S Ops NCO; 68W5O2S Plans NCO; 68W5O2S Sr Health Care NCO; 68W5O2S Sr Med NCO OC/T; 68W5O2S Sr Ops NCO; 68W52 Sr Trng Dev/Writer; 68W52 Trng Developer; 68W522S Sr Trng Dev/Writer; 68W53 Sr Health Care NCO; 68W58 Ch Instructor; 68W58 Health Care NCO; 68W58 Sr Instructor; 68W582S Instructor; 68W5B IG NCO; 68W5F Sr Evac Ops NCO; 68W5M 1SG; 68W5M2S 1SG; 68W5MF2 1SG; 68W5MP 1SG; 68W5PM 1SG; 68W5P CA Med Ops NCO; 68W5P Ops NCO; 68W5P Sr Enl Med Advisor; 68W5P2S Ops NCO; 68W5PLW4 Sr Enl Med Advisor; 68W5Q EOA; 68W5SF Sr Advisor; 68W5SF Sr Health Care NCO; 68W5SF2S Sr Enl Med Advisor; 68W5U Sr Health Care NCO; 68W5V BDE Sr Medic.

21-2. Prerequisites

See Smartbook DA Pam 611-21 ([10-68W COMBAT MEDIC SPECIALIST](#)).

21-3. Goals for development

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A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. 68Ws hold a majority of the enlisted CMF TOE authorizations. Successive assignments and extended TOE or TDA assignment periods are not recommended; however, limited TOE positions may result in lengthier durations within the TDA. Soldiers should concentrate on developing their technical medical support and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept. For information regarding 68W SSG mandatory (Critical Leadership Development) CLD positions/assignments, see para. (21-6).

ASI-(3P) Nationally Registered Paramedic, is awarded to 68Ws who attend and complete an approved National Registry of Emergency Medical Technician Paramedic (NREMT-P) course. It is important to note that state level paramedic certifications do not meet the requirements for (3P). ASI-(F2) Critical Care Flight Paramedic, is awarded to 68Ws who attend and complete the Combat Paramedic and Critical Care Paramedic course at Joint Base San Antonio and the AMEDD Fort Rucker Aviation Crewmember course. ASI-(W1) Special Operations Combat Medic and ASI-(Q5) Special Forces Diving Medical Technician, is awarded to 68Ws who attend and complete John F. Kennedy Special Warfare Center and School (JFKSWC), Special Operations Center of Excellence courses. 68Ws with ASI (F2) or (W1) are ineligible for (3P) unless ASI (F2) or (W1) is deleted/removed from Soldiers personnel records. ASI-(Y8) Allergy and Immunology Specialist, is awarded to 68Ws who attend and complete the Walter Reed National Military Medical Center (WRNMMC) Immunology and Allergy Specialty course.

21-4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 16-week MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. The rigorous Combat Medic Specialist course is designed to train and equip students with the necessary skills and knowledge to become effective Soldiers and provide comprehensive medical care in combat and military operations other-than-war casualty care. This program covers, inpatient and outpatient care; aircraft and ground evacuation; emergency and minor acute care; tactical combat casualty care; casualty triage and processing; basic Force Health Protection (FHP), deployable medical systems, as well as the management of patients exposed to weapons of mass destruction (Chemical, Biological, Radiological, and Nuclear - CBRN). Soldiers receive National Registered Emergency Medical Technician (NREMT) certification upon completion. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ws serve as para. (21-1) titles within but not limited to include combat arms DIVs and below in minimal care wards, ERs, MED PLTs, MED COs, BSBs, MTFs, and field hospitals.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68W - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses. Additionally, EMT training is available through civilian agencies for Advanced EMT and Paramedic certifications, which offer advanced training, and also award promotion points for SGT and SSG.

d. Additional training. PFCs and SPCs/CPLs should consider ASI training see para. (21-3), which ranges from 4-38 weeks. Follow-on assignments as a ASI-(F2) for at least 27-months is required to maintain this ASI. Additionally, see Ch 2. (2-6d) and (2-6e).

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e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

21-5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68W SGTs serve as para. (21-1) titles within but not limited to include: MED PLT SLs; ASI-(W1) serve in Spec Ops and CA communities. ASI-(Y8) serve in

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68W - Certifications/Licenses](#) and Advanced EMT (A-EMT) and Paramedic certifications. Additionally, A-EMTs and NREMT-Ps offer advanced training available through civilian agencies, which also award promotion points for SSG. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-7d) and (2-7e).

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter. Additionally, highly motivated and interested NCOs can request assignments within the Security Forces Assistance Brigade (SFAB) and Special Operations (Spec Ops) community.

f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP), Special Missions Unit (SMU), and Uniformed Services University of the Health Sciences (USUHS) assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

21-6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68W SSGs serve as para. (21-1) titles within but not limited to, include: MED PLTs, NCOs, Emergency Room NCOICs, Troop Medical Clinics (TMC) NCOICs, MEDCENS Training NCOs; Clinic NCOICs based on ASIs. ASI-(W1) serve in Spec Ops and CA communities.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68W - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Critical Leader Development (CLD). In efforts to enhance the technical and tactical performance and knowledge at the SSG level, SSGs are required to serve in and complete a minimum of 24-months rated time in CLD positions IOT build the requisite Knowledge, Skills, and Behaviors in preparation for success as Senior NCOs. While the proponent recommends all 68W SSGs serve a minimum of 24-months in Squad Leader/Section Leader equivalent assignments prior to SFC promotion consideration,

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Army priorities may require SSGs to move prior to fulfilling this requirement. CLD assignments include positions under the following unit types, position and title: (subject to change).

68W CLD IDENTIFIED SECTION LDR / SQUAD LDR EQUIVALENT POSITIONS					
UNIT TYPE	POSITION	TITLE	UNIT TYPE	POSITION	TITLE
75TH RANGER REGT	STB, AMB SQD	EMERGENCY CARE SGT	COMMUNITY HOSPITAL	ADULT OUTPNT NEURO	HEALTHCARE SGT
	AMB TM	EMERGENCY CARE SGT		CARDIOLOGY WD	HEALTHCARE SGT
	COMBAT MEDIC SECTION	EMERGENCY CARE SGT		ER/ED	HEALTHCARE SGT
	STB, COMBAT MEDIC SECTION	EMERGENCY CARE SGT		GEN OP/FAM PRAC	HEALTHCARE SGT
	STB, TXT SQD	EMERGENCY CARE SGT		HEM/ONC WARD	HEALTHCARE SGT
	TXT SQD	HEALTHCARE SGT		PRIMARY CARE CLINIC	HEALTHCARE SGT
ADA REGT	BN, MED TXT TM	HEALTHCARE SGT		UROLOGY	HEALTHCARE SGT
	BTRY HQ	HEALTHCARE SGT		ADMIN	HEALTHCARE SGT
ARTB	AIR AMB DET	AIR AMBULANCE NCO	ALLERGY	IMM/ALLERGY NCO	
	MED SPT SECTION	EMERGENCY MED CARE NCO	AMB SECTION	HEALTHCARE SGT	
AREA SPT GRP	SURGEON	PREV MED NCO	EKG	HEALTHCARE SGT	
	SURGEON	HEALTHCARE SGT	ER/ED	HEALTHCARE SGT	
BCT	AMB SQD	SECTION NCO	MEDDAC	FAMILY MEDICINE	HEALTHCARE SGT
	AREA MED TXT	HEALTHCARE SGT		GENERAL PEDS	HEALTHCARE SGT
	CO HQ	SECTION NCO		GENERAL SURGERY	HEALTHCARE SGT
	COMBAT MEDIC SECTION	SECTION NCO		HQ CO	HEALTHCARE SGT
	MED PLT HQ	SECTION NCO		IMMUNIZATION CLINIC	IMM/ALLERGY NCO
	MED SECTION	HEALTHCARE SGT		INTERNAL MEDICINE	HEALTHCARE SGT
	MED TM	HEALTHCARE SGT		MIXED MED/SUR/PEDS	HEALTHCARE SGT
	MED TXT SECTION	HEALTHCARE SGT		MOTHER/BABY UNIT	HEALTHCARE SGT
	MED TXT SQD	HEALTHCARE SGT		OB/GYN	HEALTHCARE SGT
	MED TXT TM	HEALTHCARE SGT		OCC HLTH CLINIC	HEALTHCARE SGT
	STB/MED TXT TM	HEALTHCARE SGT		PCU	HEALTHCARE SGT
	SUSTAINMENT/MED	HEALTHCARE SGT		PEDS	HEALTHCARE SGT
	TXT SQD	HEALTHCARE SGT		PHYSICAL EXAMS	HEALTHCARE SGT
CCP, ASCC	MED TXT SECTION	HEALTHCARE SGT		PODIATRY SVC	HEALTHCARE SGT
	S2/S3 OPS	HEALTHCARE SGT		PRIMARY CARE CLINIC	HEALTHCARE SGT
CENTER OF EXCELLENCE	CO HQ (AIT)	HEALTHCARE SPEC		PRIMARY CARE CLINIC	IMM/ALLERGY NCO
	FIELD SPT PLT	HEALTHCARE SGT		PUB HLTH NSG	HEALTHCARE SGT
	MED SPT UNIT	EMERGENCY CARE NCO		ACUTE CARE	HEALTHCARE SGT
	AIR AMB DET	AIR AMBULANCE NCO		ADOLESCENT MEDICINE	HEALTHCARE SGT
CHEM BDE, HHC	MED TXT TM	HEALTHCARE SGT		ALLERGY	IMM/ALLERGY NCO
CHEM BN, HHC	MED TXT SQD	HEALTHCARE SGT	ANESTHESIOLOGY	HEALTHCARE SGT	
COMBAT AVN BDE	AIR AMB SECTION	FLIGHT PARAMEDIC NCO	APU/SDS/PACU	HEALTHCARE SGT	
	CO HQ	FLIGHT PARAMEDIC NCO	DERMATOLOGY	HEALTHCARE SGT	
	FWD SPT MEDEVAC	FLIGHT PARAMEDIC NCO	EKG	HEALTHCARE SGT	
	MED TXT SQD	HEALTHCARE SGT	ER/ED	HEALTHCARE SGT	
	MED TXT TM	HEALTHCARE SGT	FAMILY MEDICINE	HEALTHCARE SGT	
COMBAT AVN BDE (SPEC OPS)	SOA MED TXT TM	FLIGHT PARAMEDIC NCO	FAMILY MEDICINE	IMM/ALLERGY NCO	
CORPS, HHBN	MED TXT SECTION	HEALTHCARE SGT	GASTROENTEROLOGY	HEALTHCARE SGT	
DIV, HHBN	MED TXT SECTION	HEALTHCARE SGT	GENERAL PEDS	HEALTHCARE SGT	
EIGHTH ARMY, HHBN	MED SECTION	HEALTHCARE SGT	GENERAL SURGERY	HEALTHCARE SGT	
MI BDE, HHC	MED SECTION	HEALTHCARE SGT	HEM/ONC WARD	HEALTHCARE SGT	
MI BN,	MED TXT TM	HEALTHCARE SGT	INTERNAL MEDICINE	HEALTHCARE SGT	
NWTC	OPS & SUPT BR	EMERGENCY CARE NCO	NEURO SURGERY SVC	HEALTHCARE SGT	
PSY OPS GRP, HHC	MED SECTION	HEALTHCARE SGT	NEUROLOGY SVC	HEALTHCARE SGT	
SFAB	MED TM	HEALTHCARE SGT	OB/GYN	HEALTHCARE SGT	
SPECIAL FORCES GROUP	CIVIL AFFAIRS SECTION	HEALTHCARE SGT	OCC HLTH CLINIC	HEALTHCARE SGT	
SRU	TRANSITION SVCS CARE	SQUAD LEADER	PATIENT TRANSPORTATION	HEALTHCARE SGT	
SUSTAINMENT BDE	AMB DET RECVRY TM	HEALTHCARE SGT	PEDS	HEALTHCARE SGT	
	LEVEL I MED SECTION	HEALTHCARE SGT	PRIMARY CARE CLINIC	HEALTHCARE SGT	
	STB/MED TXT TM	HEALTHCARE SGT	PUB HLTH NSG	HEALTHCARE SGT	
US ACC	DISPENSARY	HEALTHCARE SGT	RTF	HEALTHCARE SGT	
	DIR OF TXT PROG	HEALTHCARE SGT	SURGERY ICU	HEALTHCARE SGT	
US ARMY ELEMENT USUHS	FAMILY PRACTICE DEPT	MEDIC	UROLOGY	HEALTHCARE SGT	
US ARMY OTC	ABN SOTD DIR STAFF	HEALTHCARE SGT/TP	MCAS	AREA SPT MED TM	HEALTHCARE SGT
US TFS	BASE CLINIC	HEALTHCARE SGT		EVAC SECTION	SECTION NCO
USAARMS	MEDIC PLT	EMERGENCY MED CARE NCO		MED TXT SQD	HEALTHCARE SGT
USAE, DHA RDA CENTER	BEHAVIORAL DEPT	HEALTHCARE SGT	FIELD HOSPITAL	TRIAGE/PRE-OP/EMT SECT	EMERGENCY CARE SGT
			USAOS	WTX CELL	HEALTHCARE SGT

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	DCS FOR OPS (G/5/7)	HEALTHCARE SGT	USARIEM	MED SPT BR	HEALTHCARE SGT
	MEDICINE	HEALTHCARE SGT	USATC FT JACKSON	MED HR RANGE SPT	EMERGENCY MED CARE NCO
	OPS	HEALTHCARE SGT	YPG	ABN TEST BR	HEALTHCARE SGT
USAFAS	HCB (FA BDE)	EMERGENCY MED CARE NCO	YTC, AIR AMB DET	AIR AMB SECTION	FLIGHT PARAMEDIC NCO
USAJFKSWCS	TRNG GRP HQs	HEALTHCARE SGT			

e. Additional training. See Ch 2. (2-8d) and (2-8e).

f. Broadening opportunities and assignments include Active Component / Reserve Component (AC/RC) Advisor, Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL. Additionally, highly motivated and interested NCOs can request assignments within the SFAB and Spec Ops community.

g. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Security Assistance Training Management Organization (SATMO) NCO, Special Missions Unit (SMU), USUHS assignment, WCAP and White House Military Office (WHMO) assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

21-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68W SFC' serve as MED PLT PSGs, MTF NCOICs, Det Sergeants, MED BDE and Regional MEDCOM Ops NCOs; and fulfill positions with the Spec Ops and CA communities for SFC' with W1 and W4 ASIs.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (21-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include AC/RC Advisor, Battle Staff NCO, Detachment Sergeant, EO Advisor (EOA), IG NCO, Instructor, Joint positions, NCOIC positions, OC/T (Project Warrior), OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer. Additionally, highly motivated and interested NCOs can request assignments within the SFAB and Spec Ops community.

f. Special/Nominative opportunities and assignments include Attaché, Defense Threat Reduction Agency (DTRA) assignment, the Golden Knights, Health Services Branch PDNCO, SATMO NCO, Special Missions Unit (SMU), USUHS assignment WCAP and White House Military Office (WHMO) assignment. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

21–8. Master Sergeant (MSG) / First Sergeant (1SG)

a. Institutional training. See Ch. 2 (2-5f).

b. Operational assignments. Spec Ops MSG equivalent leadership positions is the Sr Enlisted Medical Advisor (SEMA) at the BDE and DIV level. Spec Ops, consecutive MSG TDA assignments may not be avoided based on the needs of USASOC. It is important to note the single most demanding assignment at this level is 1SG and all MSGs are encouraged to compete for assignment selection.

c. Self-development. Although not required for promotion, it is strongly recommended NCOs at this rank pursue the completion of a degree. Sr NCOs should prioritize obtaining a degree if they have not already done so. Those with a bachelor's degree should consider pursuing a master's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. Additionally, Sr NCOs should complete the EJPME II course, the [Army COOL - Project Management Professional \(PMP\)](#) certification, and applicable [Army COOL - Manager - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-10d) and (2-10e).

e. Broadening opportunities and assignments include 1SG, AC/RC Advisor, Battle Staff NCO, Chief Training Developer/Instructor Writer, EOA, IG NCO, MFT, MRT, OC/T (Project Warrior), OPS NCO, Plans NCO, P3T Leader, SARC, SHARP Master Advocate, Sr Career Management NCO. Additionally, highly motivated and interested NCOs can request assignments within the SFAB and Spec Ops community.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: Merit-based indicators of consideration for SGM may include; a pattern of consistent NCOERs reflecting exceptional duty performance in challenging assignments with the potential to succeed in higher levels of responsibility; successful service in valid MSG/1SG positions within MOS/ASI career track; minimum requirement having met or exceeded NCOPDS course standards earning any of the following: Distinguished Honor Graduate, Honor Graduate, Leadership Award, or Commandant's List placement are given noteworthy consideration for the merit of their achievement, and continued learning opportunities through military and civilian education are highly valued.*

21–9. Sergeant Major (SGM) / Command Sergeant Major (CSM)

See MOS 68Z/00Z.

21–10. Professional Development Model

See ([Career Map - 68W](#)).

**Note: Various state and national certifications, registrations and licenses are available through civilian agencies for some CMF-68 Soldiers; however, only MOS 68C and 68W require a civilian credential in order to maintain performance qualification and retain their MOS.*

21–11. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

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USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

Chapter 22. 68X – Behavioral Health Specialist

The Behavioral Health Specialist, under the supervision of a psychiatrist, social worker, psychiatric nurse or psychologist, assists with the management and treatment of inpatient and outpatient behavioral health (BH) activities, during peace time or mobilization; collects and records psychosocial and physical data; counsels and treats patients with personal, behavioral or mental health problems.

22–1. Position Titles with MOS, SQI and ASI Codes

68X titles include - 68X1O Behavioral Health Spec; 68X1P Behavioral Health Spec; 68X2O Behavioral Health NCO; 68X2O Team Chief; 68X2P Behavioral Health NCO; 68X2S Behavioral Health NCO; 68X3O Behavioral Health NCO; 68X3OY9 Squad Leader; 68X34 RCTR ; 68X34L RCTR ; 68X38 Instructor; 68X3P Behavioral Health NCO; 68X3S Behavioral Health NCO; 68X3U Behavioral Health NCO; 68X3X Drill Sergeant. 68X4O Behavioral Health NCO; 68X4O Detachment Sergeant; 68X48 Instructor; 68X4P Behavioral Health NCO.

22–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68X BEHAVIORAL HEALTH SPECIALIST](#)).

22–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Xs convert to 68Ws upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Advancement recommendations are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

22–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. The 17-week, 4-day MOS AIT is conducted at the JBSA-FSH, METC followed by an assignment in the newly established specialized skill set. The Behavioral Health Specialist course equips students with the knowledge, skills, and communication techniques required to assess/evaluate military personnel and their families in need of behavioral health care. Topics covered include human development, psychopathological disorders, psychological testing, consultation, interviewing, and counseling. Course curriculum is delivered through combined didactic classroom instruction, closely supervised practical exercises, and an intensive clinical practicum to ensure a comprehensive understanding of communication skills, testing, assessment procedures, and counseling approaches. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Xs serve in MP Group BH sections; MED DET specialty clinic sections, main support and forward support sections; MED CO, SPT CO, SPT SQDN, and BSB mental health sections; BDE BH sections, medical treatment teams, medical sections, BDE surgeon sections.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68X - Certifications/Licenses](#). At a minimum, the Registered Behavior Technician (RBT). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

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d. Additional training. All Soldiers should attend any and all military schools offered to them such as All Soldiers should attend 68X functional courses offered to them such as Individual and Group Drug and Alcohol Rehab Training, Combat and Operation Stress Control (COSC) and Traumatic Event Management. Additionally, see Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

22–5. Sergeant (SGT)

a. Institutional training. See Ch. 2 (2-5c).

b. Operational assignments. 68X SGTs serve in MP Group BH sections; MED DET forward support and main support sections; SPT CO, SPT SQDN mental health sections; BSB mental health sections; BDE BH sections, sustainment surgeon sections, medical sections and treatment teams, MED BDE Clin Ops sections; and Special Forces Group (SFG) unit surgeon sections.

c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68X - Certifications/Licenses](#) and previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. All Soldiers should attend any and all available military schools offered to them such as Airborne, Air Assault, SERE, Master Fitness Trainer (MFT), and Master Resiliency Training (MRT). All Soldiers should attend 68X functional courses offered to them such as Individual and Group Drug and Alcohol Rehab Training, Behavioral Science Consultation Team Training (BSCT), Combat and Operation Stress Control (COSC) and Traumatic Event Management. All CMF 68 Soldiers should compete for the Expert Field Medical Badge (EFMB). It is not only an honor to hold the EFMB, but it may become a discriminator in selection for promotion.

e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.

f. Special/Nominative opportunities and assignments include the Golden Knights, World Class Athlete Program (WCAP) and Special Missions Unit (SMU). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

22–6. Staff Sergeant (SSG)

a. Institutional training. See Ch. 2 (2-5d).

b. Operational assignments. 68X SSGs serve in MED DET forward support and main support sections; MED BN mental health sections; 160th Aviation Regiment (Special Operations) mental health sections; and 75th Ranger Regiment units mental health sections.

c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended

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SSGs complete the EJPME I course, in addition to [Army COOL - 68X - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-8d) and (2-8e).

e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

22-7. Sergeant First Class (SFC)

a. Institutional training. See Ch. 2 (2-5e).

b. Operational assignments. 68X SFC' serve in MED DET Detachment Sergeant positions; MED BN mental health sections; and MED BDE Clin Ops sections.

c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (22-6c).

d. Additional training. See Ch 2. (2-9d) and (2-9e).

e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.

f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, Special Missions Unit (SMU) and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

22-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

22-9. Professional Development Model

See ([Career Map - 68X](#)).

22-10. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.

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Chapter 23. 68Y – Eye Specialist

The Eye Specialist assumes a pivotal role in overseeing or performing routine diagnostic tests and providing assistance to Optometrists and Ophthalmologists in the provision of care and treatment for patients with ophthalmological or optometric conditions.

23–1. Position Titles with MOS, SQI and ASI Codes

68Y titles include - 68Y10 Eye Spec; 68Y20 Eye SGT; 68Y30 Eye SGT; 68Y30 Medical NCO; 68Y38 Instructor; 68Y38 Instructor/Writer; 68Y40 Eye NCO; 68Y40 Detachment SGT; 68Y48 Instructor; 68Y48 Instructor/Writer.

23–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68Y EYE SPECIALIST](#)).

23–3. Goals for development

A combination of assignments in both Table of Organization and Equipment (TOE) OF units and Table of Distribution and Allowances (TDA) GF units provide the ideal promotion foundation for normal career progression. TOE assignments provide the basis for training and competence in common tasks, tactical expertise, essential medical support, repair tasks, and leadership. TDA assignments provide more in-depth and specialized training. Although successive assignments and extended TOE or TDA assignment periods are not recommended; it is important to note that limited TOE positions and the technical nature of this MOS, may result in lengthier durations within the TDA and is not uncommon through the rank of SFC. 68Ys convert to 68Ws upon promotion to MSG. Soldiers should concentrate on developing their medical support technical and leadership skills in these assignments. Recommendations for promotion advancement are determined on mastering these skills and displaying the aptitude and attitude consistent with the "whole Soldier" concept.

23–4. Private (PVT) – Specialist (SPC) / Corporal (CPL)

a. Institutional training. This AIT MOS is a two-phased course; the combined course length is 13-weeks, 4-days. Phase I training is 8-weeks, 2-days and conducted at the JBSA-FSH, METC followed by a phase II 5-week, 2-day training conducted at a designated MTF, succeeded by an assignment in the newly established specialized skill set. The comprehensive Eye Specialist course curriculum offers a learning experience that includes classroom instruction, hands-on demonstrations, computer labs, and practical exercises. Phase I provides a solid foundation in the necessary subjects to assist ophthalmologists and optometrists in military eye clinics. These subjects include medical terminology, anatomy and physiology of the eye, vision and diagnostic testing, pathological conditions, sterilization of eye equipment and instruments, optical procedures, minor surgery, history taking, administrative procedures, supply management, and medical record ordering, and safeguarding. In phase II, students receive on-the-job training in the clinical environment. See Ch. 2 (2-5b) for PME requirements.

b. Operational assignments. 68Ys serve in MED DET optometry teams.

c. Self-development. Soldiers should begin formulating plans with long-term objectives, concentrating on their military skills while considering civilian education and degree-producing programs. It is also recommended Soldiers complete [Army COOL - 68Y - Certifications/Licenses](#). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.

d. Additional training. See Ch 2. (2-6d) and (2-6e).

e. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information

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regarding assignment opportunities Soldiers should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

23–5. Sergeant (SGT)

- a. Institutional training. See Ch. 2 (2-5c).
- b. Operational assignments. 68Y SGTs serve in MED DET head and neck teams.
- c. Self-development. Although not mandatory SGTs should develop a plan to acquire a degree. It is also recommended SGTs complete the Enlisted Joint Professional Military Education (EJPME) I course in addition to [Army COOL - 68Y - Certifications/Licenses](#) and the following certifications: Certified Ophthalmic Assistant (COA) and Certified Ophthalmic Technician (COT). See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-7d) and (2-7e).
- e. Broadening opportunities and assignments include Drill Sergeant (DS), Equal Opportunity Leader (EOL), Joint positions, Operations (OPS) NCO, Master Fitness Trainer (MFT), Master Resilience Trainer (MRT), Military Entrance Processing Command (MEPCOM) assignments, Recruiter.
- f. Special/Nominative opportunities and assignments include the Golden Knights, and World Class Athlete Program (WCAP). Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

23–6. Staff Sergeant (SSG)

- a. Institutional training. See Ch. 2 (2-5d).
- b. Operational assignments. 68Y SSGs serve in MED DET optometry teams.
- c. Self-development. Although not required for promotion, NCOs should concentrate on acquiring a degree, if not already completed. NCOs with an associate degree should consider pursuing a bachelor's degree. It is important to note that civilian education could be used as a self-improvement indicator for promotion consideration and selection. Education is not a substitute for challenging assignments and by itself, does not indicate "Most Qualified" for promotion. It is also recommended SSGs complete the EJPME I course, in addition to [Army COOL - 68Y - Certifications/Licenses](#) and the previously listed certifications. See Ch. 2 for detailed information on self-improvement, COOL certifications, DL, and Army e-Learning courses.
- d. Additional training. See Ch 2. (2-8d) and (2-8e).
- e. Broadening opportunities and assignments include Battle Staff NCO, DS, EOL, Instructor, Instructor/Writer, IG NCO, Joint positions, Observer Coach/Trainer (OC/T), OPS NCO, MFT, MRT, MEPCOM assignments, Pregnancy Postpartum Physical Training (P3T) Leader, Recruiter, Sexual Harassment/Assault Response & Prevention Coordinator (SARC), Section/Squad Leader (SL), SHARP Victim Advocate (VA), Small Group Leader (SGL), Soldier Recovery Unit (SRU) SL.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

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**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

23-7. Sergeant First Class (SFC)

- a. Institutional training. See Ch. 2 (2-5e).
- b. Operational assignments. There are currently no 68Y SFC TOE assignments.
- c. Self-development. It is recommended SFC' complete the EJPME II course in addition to information listed in paragraph (23-6c).
- d. Additional training. See Ch 2. (2-9d) and (2-9e).
- e. Broadening opportunities and assignments include Battle Staff NCO, Detachment Sergeant, DS, EO Advisor (EOA), IG NCO, Instructor, Joint positions, OC/T, NCOIC positions, OPS NCO, Plans NCO, Platoon Sergeant (PSG), MFT, MRT, MEPCOM assignments, Senior DS, Senior DS Leader, Senior SGL, SRU PSG, P3T Leader, SARC, SHARP Master Advocate, Training Developer.
- f. Special/Nominative opportunities and assignments include Attaché, the Golden Knights, and WCAP. Not all positions mentioned are considered all-inclusive, for information regarding assignment opportunities NCOs should contact the HRC, HSD-EB, Broadening/Nominative assignments Sr Talent Management NCO.

**Note: See CMF-68-board-brief combined with DA PAM 600-25 and PDM milestones for Sr NCO promotion selection indicators of consideration.*

23-8. Master Sergeant (MSG) / First Sergeant (1SG)

See MOS 68W.

23-9. Professional Development Model

See ([Career Map - 68Y](#)).

23-10. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. For promotion guidance in the USAR refer to AR 140-158 and NGR 600-200 for the ARNG.

Chapter 24. 68Z – Chief Medical Noncommissioned Officer

The chief medical NCO at the rank of SGM caps CMF 68 MOSs. The duties performed by the SGM of these former MOSs are supervisory and leadership duties of the 68Z-SGM. The Chief Medical NCO serves as the principal NCO and Sr advisor to CDRs, directors, departments chiefs, and staff agencies regarding all enlisted personnel matters within multifunctional MTFs and medical staff activities, or TOE and TDA medical units. Chief Medical NCOs must have a comprehensive understanding of technical mission sets, responsibilities, and operations of all medical functional activities, including DIV-level and higher levels of medical special, general, and joint staff sections, MEDCENs, large and medium-sized hospitals, MEDDACs, MTFs, health centers/clinics, BTRY, CO, and TRP size units, and all medical organization levels of echelons including all major commands. Chief Medical NCOs must also possess the expertise and experience needed to plan, coordinate, and supervise unit organizations, training, technical, and tactical operations.

24-1. Position Titles with MOS, SQI and ASI Codes

68Z/00Z titles include - 00Z6O8C CSM; 00Z6O8D CSM; 00Z6O8E CSM; 68Z6O6C CSM; 68Z6O6P MTF CSM; 68Z6O7C CSM; 68Z6O7C CSM; 68Z6O7P CSM; 68Z6O7S CSM; 68Z6P5W CSM; 68Z6O7P Commandant; 68Z6O6S Ops SGM; 68Z6O6U Ops SGM; 68Z6O6X Ops SGM; 68Z6O7S

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Ops SGM; 68Z607S SGM; 68Z607S SHARP SGM; 68Z607X G1/4/6 SGM; 68Z607X G3/5/7 SGM; 68Z607X Ops SGM; 68Z6P5W Ops SGM; 68Z6P7S Med Ops SGM; 68Z6O6K Chief Medical NCO; 68Z6O6S Chief Medical NCO; 68Z6O6X Chief Medical NCO; 68Z6O7S Chief Medical NCO; Sr Med NCO; 68Z6O7S Talent MGR; 68Z6O7X Chief Medical NCO; 68Z6O7X Sr Medical NCO; 68Z686X Chief Medical NCO; 68Z687S Chief Medical NCO; 68Z687S Chief Instructor; 68Z6B7S Assistant IG; 68Z6P5W Chief Medical NCO.

24–2. Prerequisites

See Smartbook DA Pam 611–21 ([10-68Z CHIEF MEDICAL NCO](#)).

24–3. Goals for development

The career development plans preceding this MOS will assist NCOs arrive at this level. Normal career progression at this rank should include successively higher levels of TOE and TDA assignments. Most 68Z positions are in the TDA. Although, consecutive assignments and/or extended TOE or TDA periods are not recommended; it is important to note that repetitive assignments and extended TOE or TDA durations may occur based on the needs of the Army. SGM/CSMs should complete [Army COOL - 68Z - Certifications/Licenses](#) and applicable, [Army COOL - Manager - Certifications/Licenses](#).

24–4. Sergeant Major (SGM)

a. Institutional training. See Ch. 2 (2-5e).

b. OF assignments. Positions include Sr NCO for BN, BDE, DIV, Corps, Direct Reporting Units (DRU), Army Service Component Commands (ASCC), Army Commands (ACOM) level sustainment and surgeons section/div; Sr medical, clinical, dental, medlog, prevmed, hospital nutrition care services, medlab services, veterinary services, biomed equipment repair, Ops/Plans positions; MED BN FHP cell positions; MED BDE S3/Clin Ops positions; MEDCEN and MED LAB HQs positions.

c. GF assignments. Positions include SGM for directorates, MEDDAC and MEDCEN departments of nursing and clinical staff; Regional/MSC-level Ops SGMs; Chief medical NCO for special duty assignments, large clinics, MEDDACs, and TRP CMDs.

d. Self-development. SGMs should have completed an associate degree by the end of the USASMC. See Ch. 2 (2-5g) and (2-11). Additionally, SGMs should seek appointment to CSM and/or assignments of increasing responsibility and levels of command. CSMs are selected from SGM candidates or those serving as SGMs, based on their experience, training and desire to serve as a CSM and the needs of Army. SGMs should complete [Army COOL - 68Z - Certifications/Licenses](#) and applicable, [Army COOL - Manager - Certifications/Licenses](#).

e. Special assignments. IG SGM, SHARP SGM, Talent MGR, Congressional liaison.

24–5. Command Sergeant Major (CSM)

a. Institutional training. See Ch. 2 (2-5g).

b. OF assignments. Positions range from medical and non-medical BN, BDE, and hospital center command positions.

c. GF assignments. Most 68Z CSM positions are in medical units. CSM opportunities outside the medical force include CSL positions allowing 68Z, NCO Academy and garrison CSMs.

d. Self-development. CSMs should have completed an associate degree by the end of the USASMC. A bachelor's degree completion is recommended but not required. See (2-5g) and (2-11). Additionally, CSMs should complete [Army COOL - 68Z - Certifications/Licenses](#) and applicable [Army COOL - Manager - Certifications/Licenses](#).

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e. Special Assignments. None.

24-6. Professional Development Model

See ([Career Map - 68Z](#)).

24-7. U.S. Army Reserve (USAR)/Army National Guard (ARNG) Components

USAR Soldiers must possess the same qualifications and training as Active Army Soldiers. See AR140-158 for USAR promotion guidance and NGR 600-200 for the ARNG.