

**U.S. Army John F. Kennedy Special Warfare Center and School**  
*The U.S. Army's Special Operations Center of Excellence*



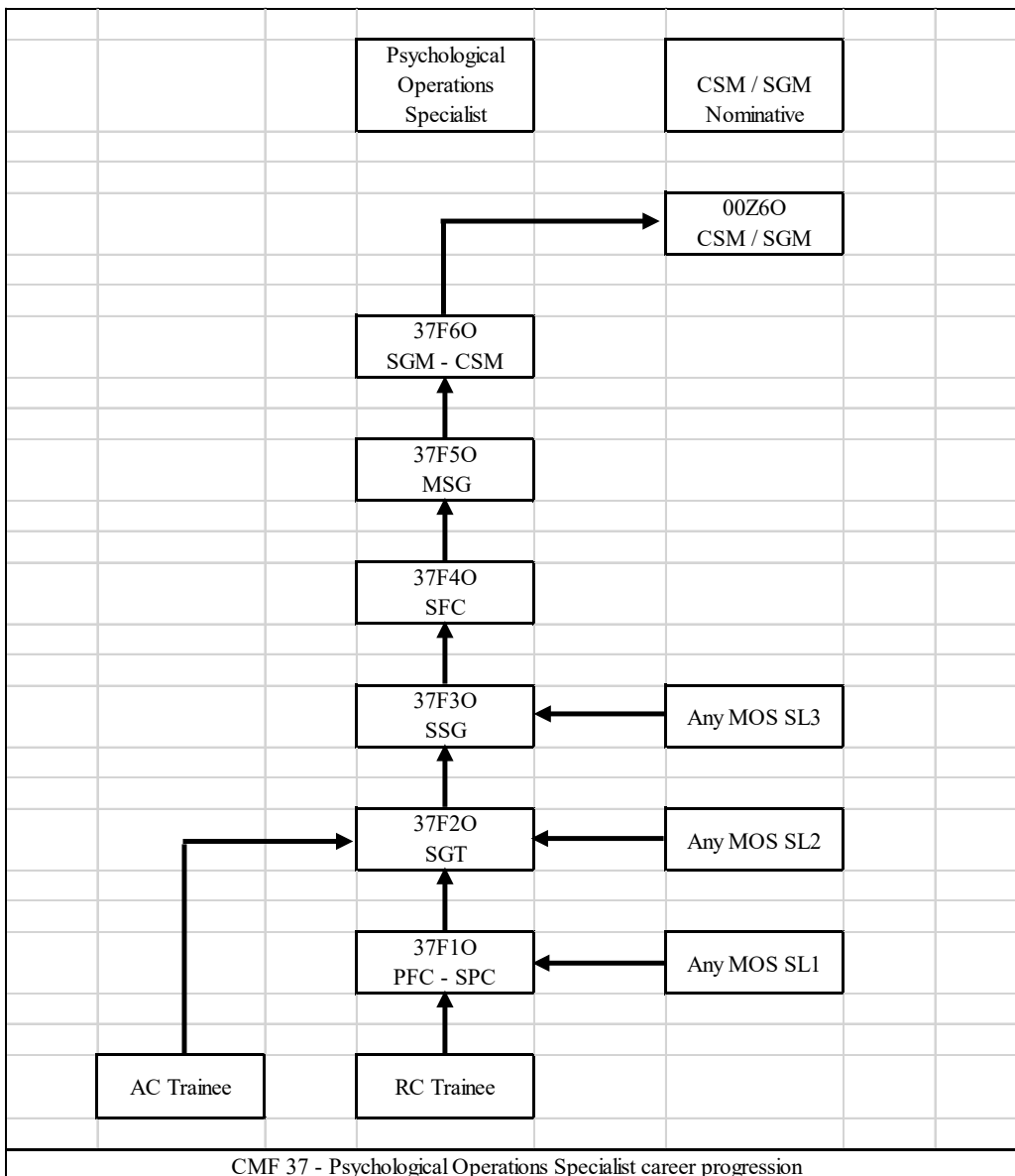
## **CMF 37 Psychological Operations**

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

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# CMF 37F Progression Chart



**PROPONENT NOTE-** The Psychological Operations (PO) Regiment, Career Management Field (CMF) 37, consists of Regular Army and Reserve Component (including Active Guard Reserve [AGR]), Soldiers. Accessions, training, education, career development, and mission support differ greatly between components. As such, this evaluation board brief is broken down both by grade and component/status (RA, RC-AGR, and RC-TPU/IMA) to more precisely relay the opportunities and development path unique to the NCO being evaluated.

**37F-** The PO Soldier and NCO conducts analysis of target audiences and environments; advises commanders and staffs; plans influence activities; develops series; delivers influence messages and products, and assesses progress towards approved objectives in support of the two primary PO activities (MISO and DoD Deception Activities (MILDEC) and execution of Build Partner Influence Capacity, and CAIS missions as required) to create and reinforce desired behaviors in selected foreign individuals and groups to achieve military and U.S. national objectives across the range of military operations.



# CMF 37F Major Duties



**37F SSG (Skill Level 3)** Provides specific guidance and training for subordinates. Assists in preparing and conducting PO training programs. Plans and organizes work schedules and assigns specific tasks in support of PO missions. Conducts liaison with the supported unit staffs. Coordinates resource requirements for the development, production, and dissemination of MISO products. Advises supported units on PO planning considerations. Integrates PO into conventional and special operations tactical through strategic level planning. Analyzes current intelligence products to identify gaps and subsequent collection requirements to support PO. Supervises receipt, analysis, and storage of MISO-related information. Assists in the planning, identification, and deployment of PO forces. Coordinates MISO information collection requirements with supported command. Reviews analysis performed by subordinates. Supervises scriptwriters, broadcast specialists, journalists, and illustrators in the development and production of MISO products. Supervises distribution and dissemination of MISO products. Determines dissemination requirements for MISO products. Assesses the overall impact of the MISO series on TA behavior.

**37F SFC (Skill Level 4)** Perform all duties of preceding skill level. Provides specific guidance and training for subordinates. Develops and conducts PO specific training programs. Plans and organizes PO task organizations. Supervises the planning, production, and dissemination of MISO products. Supervises the implementation and execution of MISO. Coordinates PO liaison activities within supporting and supported unit staffs. Assists in planning for PO units at Brigade Combat Team (BCT) and above.

**37F MSG / 1SG (Skill Level 5)**. Perform all duties of preceding skill level. Advises the commander on matters pertaining to enlisted personnel. Provides specific guidance and training for subordinates. Coordinates PO liaison activities within supporting and supported unit staffs. Supervises the planning, organization, training, and coordination of activities within PO units. Supervises the employment of PO forces and execution of PO activities. Conducts planning for PO units at GCCs. Performs duties as PO staff NCO at Division and above, Command headquarters and joint commands.

**37F SGM / CSM (Skill Level 6)**. Perform all duties of preceding skill level. Advises the commander and staff on all matters pertaining to enlisted personnel. Enforces the implementation of established policies and standards as they pertain to enlisted personnel within the command. Provides counsel and guidance to the NCOs and other enlisted Soldiers of the command. Manages the daily activities and operations of the unit.



# MOS 37F – STAFF SERGEANT ASSIGNMENTS / POSITION CATEGORIES



## AC

**Key and Developmental:** PO SGT in PO units of action. SSGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Drill Sergeant; Recruiter; Instructor (Airborne).

**MOS Enhancing:** Instructor/Writer; SPT; POAS Assessor; TIS / S3X; OSW; SMU / Special Activities; Information Warfare Center (IWC); BN / GRP staff NCO; Regional PO planner.

**MOS Broadening:** SHARP/Victim Advocate; EOL / EOR; NCOA Instructor.

## AGR

**Key and Developmental:** PO SGT (Training / Operations NCO) in PO units of action. SSGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Drill Sergeant; Recruiter.

**MOS Enhancing:** BN / GRP staff NCO; MOS-T Instructor.

**MOS Broadening:** Instructor/Writer; SHARP/Victim Advocate; EOL / EOR; NCOA Instructor.

## TPU/IMA

**Key and Developmental:** PO Team Chief in PO units of action. SSGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Drill Sergeant; Recruiter.

**MOS Enhancing:** BN / GRP staff NCO; MOS-T Instructor.

**MOS Broadening:** Instructor/Writer; SHARP/Victim Advocate; EOL / EOR; NCOA Instructor.



# MOS 37F – STAFF SERGEANT – AC



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative successful service as a PO SSG with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

**HQ:** 24+ months accumulative successful service as a PO SSG with strong evaluations regarding potential with supporting enumeration.

**FQ:** 18+ months accumulative successful service as a PO SSG.

## MIL/CIV EDUCATION

**MQ:** SLC graduate; Recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG), Commandant’s List (CL) or other honors during PME or MOS enhancing courses; Completion of an associate’s or higher-level degree or 60+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

**HQ:** DLC III. Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

**FQ:** ALC graduate.

**Note:** Completion of a bachelor’s or higher-level degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Meets minimum Army ACFT/APFT standards and height/weight requirements IAW AR 600-9.

## TRAINING

**MQ:** Completion of two or more [advanced skill / functional courses](#); Graduate of a Static Line Jumpmaster course; FLPR of 1+/1+ or higher in their CLANG.

**HQ:** Completion of one or [advanced skill / functional courses](#); FLPR of 1/1 or higher in their CLANG.

**FQ:** Current (within 12 months) DLPT or OPI on file in their CLANG.

**Note:** Special consideration should be given to those who have successfully completed the Special PSYOP Team (SPT) training pathway and awarded the S5J PDSI.

## ASSIGNMENTS

**MQ:** 12+ months rated time in a [Key and Developmental position](#) and 12+ months in a Nominative / Special Assignment, MOS Enhancing or Broadening position; Special consideration should be given to those working in a 37F4 position.

**HQ:** 12+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F3 position

**Note:** Special consideration should be given to those who are working or have successfully served in a 37F4 position.

## OTHER HQ/MQ INDICATORS

- Audie Murphy/SGT Morales
- NCO of the Qtr/Yr
- Best Warrior/Team Competition winners

**NFQ - The following must have occurred in the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial, or a bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet PME or advance skill course prerequisites; Fails to maintain current (within 12 mths) DLPT or OPI in their CLANG; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – STAFF SERGEANT – RC (AGR)



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative duty in a PO unit with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ:** 24+ months of accumulative successful duty in a PO unit with strong evaluations regarding potential with supporting enumerations.

**FQ:** 18+ months or more accumulative successful service as a PO SSG.

## MIL/CIV EDUCATION

**MQ:** SLC Graduate; Recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; Completion of an associate’s degree or 60 credit hours towards a bachelor’s degree, or multiple civilian technical skills certifications.

**HQ:** DLC III, Completion of 45 credit hours towards a degree or a civilian technical skill certification.

**FQ:** ALC graduate.

**Note:** Completion of a bachelor’s or higher-level degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Requirements of HQ, and: Completion of one or more [advanced skill / functional courses](#), such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

**HQ:** Battle Staff NCO Course. Jumpmaster Course (for SSG in Airborne units)

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT)

## ASSIGNMENTS

**MQ:** 24+ months rated time in a [Key and Developmental position](#).

**HQ:** 12+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F3 position.

**Note:** Special consideration should be given to those who are working or have successfully served in a 37F4 position.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales; NCO of the Qtr/Yr; Best Warrior/Team Competition;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SSG/SFC (i.e, manage a section of 3-5 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization / Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – STAFF SERGEANT – RC (TPU / IMA)



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative duty in a PO unit with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ:** 24+ months of accumulative successful duty in a PO unit with strong evaluations regarding potential with supporting enumerations.

**FQ:** 18+ months or more accumulative successful service as a PO SSG.

## MIL/CIV EDUCATION

**MQ:** SLC Graduate; Recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; Completion of an associate’s degree or 60 credit hours towards a bachelor’s degree, or multiple civilian technical skills certifications.

**HQ:** DLC III, Completion of 45 credit hours towards a degree or a civilian technical skill certification.

**FQ:** ALC graduate.

**Note:** Completion of a bachelor’s or higher-level degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Requirements of HQ, and: Completion of one or more [advanced skill / functional courses](#), such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

**HQ:** Battle Staff NCO Course. Jumpmaster Course (for SSG in Airborne units)

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT)

## ASSIGNMENTS

**MQ:** 24+ months rated time in a [Key and Developmental position](#).

**HQ:** 12+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F3 position.

**Note:** Special consideration should be given to those who are working or have successfully served in a 37F4 position.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales; NCO of the Qtr/Yr; Best Warrior/Team Competition;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SSG/SFC (i.e, manage a section of 3-5 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/ Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT FIRST CLASS ASSIGNMENTS / POSITION CATEGORIES



## AC

**Key and Developmental:** Team Sergeant in PO units of action. SFCs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Career Management NCO (Proponent); Branch Manager (HRC); Senior Drill Sergeant; Recruiter; Instructor (Airborne).

**MOS Enhancing:** Instructor / Writer; Doctrine Writer; Training Developer; SPT; POAS Senior Assessor; TIS / S3X; OSW; SMU / Special Activities; IWC; PO staff NCO at BN and higher echelon HQs; Regional PO planner.

**MOS Broadening:** AIT Platoon Sergeant; Observer Controller at JRTC / NTC / JRMC; Victim Advocate / SARC; EOL / EOR / EOA; Security Force Assistance Brigade (SFAB) Planner.

## AGR

**Key and Developmental:** SR PO SGT in PO units of action. SFCs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** None

**MOS Enhancing:** PO Instructor /Writer; SR PO SGT (BN and Higher echelon HQs); 37F MOS-T or ALC Instructor; MISO / PO Staff NCO.

**MOS Broadening:** Operations / Plans / Training NCO; Instructor / Writer; Victim Advocate / SARC; EOL / EOR / EOA; NCOA Instructor; IG NCO.

## TPU/IMA

**Key and Developmental:** Detachment SGT in PO units of action. SFCs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** SR Drill Sergeant; Recruiter.

**MOS Enhancing:** PO Instructor /Writer; SR PO SGT (BN and Higher echelon HQs); 37F MOS-T or ALC Instructor; MISO / PO Staff NCO.

**MOS Broadening:** Operations / Plans / Training NCO; Instructor / Writer; Victim Advocate / SARC; EOL / EOR / EOA; NCOA Instructor; IG NCO.





# MOS 37F – SERGEANT FIRST CLASS – AC



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative successful service as a PO SFC with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

**HQ:** 24+ months accumulative successful service as a PO SFC with strong evaluations regarding potential with supporting enumeration.

**FQ:** 18+ months accumulative successful service as a PO SFC.

## MIL/CIV EDUCATION

**MQ:** MLC graduate; recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; attained 90+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

**HQ:** DLC IV; completion of an associate’s degree or attained 60+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

**FQ:** SLC graduate.

**Note:** Completion of a bachelor’s, graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Meets minimum Army ACFT/APFT standards and height/weight requirements IAW AR 600-9.

## TRAINING

**MQ:** Completion of three or more [advanced skill / functional courses](#); graduate of a Static Line Jumpmaster course; FLPR of 1+/1+ or higher in their CLANG.

**HQ:** Completion of two or more [advanced skill / functional courses](#); graduate of a Static Line Jumpmaster course; FLPR of 1/1 or higher in their CLANG.

**FQ:** Current (within 12 months) DLPT or OPI on file in their CLANG.

**Note:** Special consideration should be given to those who have successfully completed the Special PSYOP Team (SPT) training pathway and awarded the S5J PDSI.

## ASSIGNMENTS

**MQ:** 18+ months rated time in a 37F4 [Key and Developmental position](#) and 12+ months in a Nominative / Special Assignment, MOS Enhancing or Broadening position.

**HQ:** 12+ months rated time in a 37F4 [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F4 position.

**Note:** Special consideration should be given to those who are working or have successfully served in a 37F5 position. Those working or have successfully served as a 1SG should be viewed as exceptional.

## OTHER HQ/MQ INDICATORS

- Audie Murphy/SGT Morales
- NCO of the Qtr/Yr
- Best Warrior/Team Competition winners

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial, or a bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet PME or advance skill course prerequisites; Fails to maintain current (within 12 mths) DLPT or OPI in their CLANG; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT FIRST CLASS – RC (AGR)



## LEADERSHIP POSITIONS

**MQ:** 48+ months accumulative duty in a PO unit with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ:** 36+ months of accumulative successful duty in a PO unit with strong evaluations regarding potential with supporting enumerations.

**FQ:** 24+ months or more accumulative successful service in a PO unit.

## MIL/CIV EDUCATION

**MQ:** MLC graduate; Consistent recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; attained 90+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

**HQ:** DLC IV, Completion of an associate’s degree or 60+ credit hours towards a bachelor’s degree, or a civilian technical skill certification.

**FQ:** SLC Graduate.

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Requirements of HQ, and: Completion of two or more [advanced skill / functional courses](#), such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

**HQ:** Battle Staff NCO Course; Jumpmaster Course (for SFC in Airborne units)

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT)

## ASSIGNMENTS

**MQ:** 24+ months rated time in a [Key and Developmental position](#) and 12+ months time in a MOS Enhancing/Broadening assignment.

**HQ:** 12+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F4 position.

**Note:** Special consideration should be given to those who have experience in both Tactical and Product Development Detachment. Special consideration should be given to those SFCs who are working or have successfully served in a 37F5 position. . SFC should avoid extended / consecutive assignments (>48 months) in TDA or generating force assignments away from the operational force.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales; NCO of the Qtr/Yr; Best Warrior/Team Competition;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SFC/MSG (i.e, manage a section of 5-16 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/ Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT FIRST CLASS – RC (TPU / IMA)



## LEADERSHIP POSITIONS

**MQ:** 48+ months accumulative duty in a PO unit with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ:** 36+ months of accumulative successful duty in a PO unit with strong evaluations regarding potential with supporting enumerations.

**FQ:** 24+ months or more accumulative successful service in a PO unit.

## MIL/CIV EDUCATION

**MQ:** MLC graduate; Consistent recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; attained 90+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

**HQ:** Completed DLC IV, Completion of an associate’s degree or 60+ credit hours towards a bachelor’s degree, or a civilian technical skill certification.

**FQ:** SLC Graduate.

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Requirements of HQ, and: Completion of two or more [advanced skill / functional courses](#), such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

**HQ:** Battle Staff NCO Course; Jumpmaster Course (for SFC in Airborne units)

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT)

## ASSIGNMENTS

**MQ:** 24+ months rated time in a [Key and Developmental position](#) and 12+ months time in a MOS Enhancing/Broadening assignment.

**HQ:** 12+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F4 position.

**Note:** Special consideration should be given to those who have experience in both Tactical and Product Development Detachments. Special consideration should be given to those SFCs who are working or have successfully served in a 37F5 position. SFC should avoid extended / consecutive assignments (>48 months) in TDA or generating force assignments away from the operational force.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales; NCO of the Qtr/Yr; Best Warrior/Team Competition;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SFC/MSG (i.e, manage a section of 5-16 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/ Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – MASTER / FIRST SERGEANT ASSIGNMENTS / POSITION CATEGORIES



## AC

**Key and Developmental:** Detachment Sergeant in a PO Detachment; 1SG in a PO Company. MSG / 1SGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Senior Career Field Manager (Proponent); Senior Branch Manager (HRC); POAS NCOIC; Headquarters Support Company (HSC) / Headquarters and Headquarters Company (HHC) 1SG at a POB, POG or USAJFKSWCS.

**MOS Enhancing:** Senior Instructor / Writer; Senior Doctrine Writer; Senior Training Developer; G3 / S3X NCO; SPT; TIS or OSW; SMU / Special Activities; PO staff NCO at GRP and higher echelon HQs; Senior PO Sergeant.

**MOS Broadening:** Senior Observer Controller at JRTC / NTC / JRMC; SARC; EOA; Inspector General (IG).

## AGR

**Key and Developmental:** Operations SGT in PO BN. MSG / 1SGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** USAR Company 1SG.

**MOS Enhancing:** PO Training Developer; MISO / PO Staff NCO.

**MOS Broadening:** USACAPOC Air Division NCOIC; USACAPOC Mobilization NCO; Assistant IG; EOA; SHARP/SARC NCO.

## TPU/IMA

**Key and Developmental:** 1SG in PO Co (includes BN or Grp HHC / HSC). MSG / 1SGs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** HSC / HHC 1SG at a POB or POG.

**MOS Enhancing:** MISO / PO Staff NCO (Bn and higher).

**MOS Broadening:** Reserve Advisor; Assistant IG; EOA; SHARP/SARC NCO.



# MOS 37F – MASTER / FIRST SERGEANT – AC



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative successful service as a 1SG with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at the next higher grade. Special consideration should be given to those who have successful service as an HSC / HHC 1SG.

**HQ:** Is currently serving or has successfully served 12+ months as a 1SG with strong evaluations regarding potential with supporting enumeration.

**FQ:** 12+ months accumulative successful service as a PO MSG.

## MIL/CIV EDUCATION

**MQ:** SMC/JSOFSEA graduate, recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; completion of a bachelor’s degree or attained 30+ credit hours towards a graduate degree or multiple civilian technical skills certifications.

**HQ:** DLC V; attained 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

**FQ:** MLC graduate.

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Meets minimum Army ACFT/APFT standards and height/weight requirements IAW AR 600-9.

## TRAINING

**MQ:** Completion of four or more [advanced skill / functional courses](#); graduate of a Static Line Jumpmaster course; FLPR of 1+/1+ or higher in their CLANG.

**HQ:** Completion of three or more [advanced skill / functional courses](#); graduate of a Static Line Jumpmaster course; FLPR of 1/1 or higher in their CLANG.

**FQ:** Current (within 12 months) DLPT or OPI on file in their CLANG.

## ASSIGNMENTS

**MQ:** 18+ months rated time in a 37F5 [Key and Developmental position](#) and 12+ months in a Nominative / Special Assignment, MOS Enhancing or Broadening position.

**HQ:** 12+ months rated time in a 37F5 [Key and Developmental position](#).

**FQ:** 24+ months rated time in a 37F5 position.

**Note:** Special consideration should be given to those who are serving in or have successfully served in a 37F5 nominative assignment. Special consideration should be given to those who are or have successfully served as a SGM or those working in a 37F6 position.

## OTHER HQ/MQ INDICATORS

- Audie Murphy/SGT Morales
- NCO of the Qtr/Yr
- Best Warrior/Team Competition winners

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial, or a bar to continued service; received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; refuses to complete DLC, PME, and/or consistently fails to meet PME or advance skill course prerequisites; fails to maintain current (within 12 mths) DLPT or OPI in their CLANG; fails to score 360 points with a minimum of 60 points in each event on the ACFT; fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – MASTER / FIRST SERGEANT – RC (AGR)



## LEADERSHIP POSITIONS

**MQ:** 48+ months of accumulative successful service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ** 36+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

**FQ:** 24+ months or more accumulative successful service in a PO unit.

## MIL/CIV EDUCATION

**MQ:** DLC V graduate; Consistent DHG, HG or CL during PME or MOS enhancing courses; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certifications.

**HQ:** DLC V; Attained 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

**FQ:** MLC Graduate (if not grandfathered).

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Meets FQ/HQ requirements, and: Completion of three or more [advanced skill / functional courses](#), such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

**HQ:** Meets FQ, and: Battle Staff NCO Course; Jumpmaster (for MSG / 1SG in Airborne units); USAR Co Cdr/1SG Course (those in 1SG positions); Completion of two or more [advanced skill / functional courses](#).

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); USAR Co Cdr/1SG Course (those in 1SG positions).

## ASSIGNMENTS

**MQ** 36+ months rated time in a [Key and Developmental position](#). Senior NCO experience in both Operational and Generating force / Broadening positions.

**HQ:** 24+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F5 position.

**Note:** Special consideration should be given to those MSG / 1SGs who meet the are working or have successfully served in a 37F6 position; MSG/1SG should avoid extended/ consecutive assignments (>48 months) in TDA or generating force assignments away from the operational force.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales awardees;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a MSG/SGM (i.e, manage a section of 16-100 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – MASTER / FIRST SERGEANT – RC (TPU / IMA)



## LEADERSHIP POSITIONS

**MQ:** 48+ months of accumulative successful service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

**HQ** 36+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

**FQ:** 24+ months or more accumulative successful service in a PO unit.

## MIL/CIV EDUCATION

**MQ:** DLC V graduate; Consistent DHG, HG or CL during PME or MOS enhancing courses; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certifications.

**HQ:** DLC V graduate; Completion of attained 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

**FQ:** MLC Graduate (if not grandfathered).

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Meets FQ/HQ requirements, and: Completion of three or more [advanced skill / functional courses](#), such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

**HQ:** Meets FQ, and: Battle Staff NCO Course; Jumpmaster (for MSG / 1SG in Airborne units); USAR Co Cdr/1SG Course (those in 1SG positions); Completion of two or more [advanced skill / functional courses](#).

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); USAR Co Cdr/1SG Course (those in 1SG positions).

## ASSIGNMENTS

**MQ** 36+ months rated time in a [Key and Developmental position](#). Senior NCO experience in both Operational and Generating force / Broadening positions.

**HQ:** 24+ months rated time in a [Key and Developmental position](#).

**FQ:** 12+ months rated time in a 37F5 position.

**Note:** Special consideration should be given to those MSG / 1SGs who are working or have successfully served in a 37F6 position; MSG/1SG should avoid extended/ consecutive assignments (>48 months) in TDA or generating force assignments away from the operational force.

## OTHER MQ/HQ INDICATORS

- Audie Murphy/SGT Morales awardees;
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a MSG/SGM (i.e, manage a section of 16-100 personnel);
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT MAJOR ASSIGNMENTS / POSITION CATEGORIES



## AC

**Key and Developmental:** PO Battalion S3 Operations SGM; PO Group S3 Operations SGM. SGMs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** PO Proponent SGM; Special Duty and Nominative Senior Executive Service / General Officer Assignments.

**MOS Enhancing:** Division Operations SGM; ASCC Operations SGM; 1st SFC G33; 1st SFC G39 SGM; 1st SFC G8 SGM; USASOC G33 SGM; USASOC G35 SGM; USASOC G39 SGM.

**MOS Broadening:** Nominative SGM assignments to DDSO on the Joint Staff; USSOCOM; all TSOCs; National Assessment Group; DTRA; NATO SOF; 1st SFC; USAJFKWCS; Sergeants Major Academy Instructor; JSOFSEA Instructor.

## AGR

**Key and Developmental:** PO Group S3 Operations SGM (6X). SGMs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Chief Career Management NCO (6X) (USAJFKSWCS); Special Duty and Nominative Senior Executive Service / General Officer Assignments

**MOS Enhancing:** TASS Battalion / Brigade CSM; ASCC Operations SGM.

**MOS Broadening:** Nominative SGM assignments to DDSO on the Joint Staff; National Assessment Group; DTRA; USARC; OCAR; USAR Garrison; SMA Fellowship.

## TPU/IMA

**Key and Developmental:** PO Group S3 Operations SGM (6S); PO Battalion CSM (6C); PO Group CSM (7C). SGMs in Airborne units must be able to maintain airborne status unless not required by position.

**Nominative / Special:** Chief Career Management NCO (USAJFKSWCS); Special Duty and Nominative Senior Executive Service / General Officer Assignments

**MOS Enhancing:** TASS Battalion / Brigade CSM; ASCC Operations SGM.

**MOS Broadening:** Nominative SGM assignments to DDSO on the Joint Staff; National Assessment Group; DTRA; USARC; OCAR; USAR Garrison; SMA Fellowship.





# MOS 37F – SERGEANT MAJOR – AC



## LEADERSHIP POSITIONS

**MQ:** 36+ months accumulative successful service as a SGM with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

**HQ:** 24+ months as a SGM with strong evaluations regarding potential with supporting enumeration.

**FQ:** 12+ months accumulative successful service as a SGM.

**Note:** Special consideration should be given to those SGMs who have been selected for or have attended SMAP

## MIL/CIV EDUCATION

**MQ:** NLC; recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant’s List (CL) during PME or MOS enhancing courses; completion of a graduate degree or attained 48+ credit hours towards a post graduate degree or multiple civilian technical skills certifications.

**HQ:** DLC VI; completion of a bachelor’s degree or attained 30+ credit hours towards a graduate or post-graduate degree or a civilian technical skill certification

**FQ:** SMC/JSOFSEA graduate.

**Note:** Completion of a post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Meets minimum Army ACFT/APFT standards and height/weight requirements IAW AR 600-9.

## TRAINING

**MQ:** Completion of five or more [advanced skill / functional courses](#); graduate of Static Line Jumpmaster course; special consideration should be given to those who have a current DLPT or OPI on file and who have a FLPR of 1+/1+ or higher in their CLANG.

**HQ:** Completion of four or more [advanced skill / functional courses](#); graduate of Static Line Jumpmaster course; special consideration should be given to those who have a current DLPT or OPI on file and who have a FLPR of 1/1 or higher in their CLANG.

**FQ:** Graduate of Static Line Jumpmaster course; special consideration should be given to those who have a current DLPT or OPI on file in their CLANG.

**Note:** A FLPR of 2 / 2 or higher should be viewed as exceptional.

## ASSIGNMENTS

**MQ:** 24+ months rated time in a [Key and Developmental position](#) and 12+ months in a Nominative / Special Assignment, MOS Enhancing or MOS Broadening position.

**HQ:** 12+ months rated time in a 37F6 [Key and Developmental position](#) (PO BN or GRP Operations SGM) and 12+ months in a Nominative / Special Assignment, MOS Enhancing or Broadening position.

**FQ:** 12+ months rated time in a 37F6 position

**Note:** Special consideration should be given to those SGMs who meet the criteria, are selected for, are, or have successfully served as a CSM with exceptional evaluations.

## OTHER HQ/MQ INDICATORS

- Audie Murphy/SGT Morales
- NCO of the Qtr/Yr
- Best Warrior/Team Competition winners

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial, or a bar to continued service; received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet PME or advance skill course prerequisites; fails to score 360 points with a minimum of 60 points in each event on the ACFT; fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT MAJOR – RC (AGR)



## LEADERSHIP POSITIONS

**MQ:** 54+ months accumulative service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential.

**HQ:** 48+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

**FQ:** 36+ months accumulative successful service in a PO unit.

**Note:** Special consideration should be given to those SGMs who have been selected for or have attended SMAP

## MIL/CIV EDUCATION

**MQ:** HQ Requirements, and: Consistently selected DHG, HG or CL during PME or MOS enhancing courses; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certificates.

**HQ:** FQ Requirements; attained 90+ credit hours towards a bachelor’s degree, or a technical certificate.

**FQ:** SMC Graduate; DLC 6 complete (if selected for 7S/7C or nominative assignment).

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Meets FQ/HQ requirements, and: completion of four or more [advanced skill / functional courses](#), such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/ SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

**HQ:** FQ requirements, and: Completion of three or more [advanced skill / functional courses](#).

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); Completion of Pre-command and nominative courses as required.

## ASSIGNMENTS

**MQ:** 24+ months of rated time in a 37F6 [Key Developmental position](#); 12 months or more as a Bn Operations SGM; Senior NCO experience in both Operational and Generating force positions.

**HQ:** 12+ months rated time in a 37F6 [Key Developmental position](#).

**FQ:** 12+ months of rated time in a 37F6 position.

## OTHER INDICATORS

- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SGM/CSM (i.e, manage a section of 100+ personnel).
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# MOS 37F – SERGEANT MAJOR – RC (TPU/IMA)



## LEADERSHIP POSITIONS

**MQ:** 54+ months accumulative service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential.

**HQ:** 48+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

**FQ:** 36+ months accumulative successful service in a PO unit.

**Note:** Special consideration should be given to those SGMs who have been selected for or have attended SMAP

## MIL/CIV EDUCATION

**MQ:** HQ Requirements, and: Consistently selected DHG, HG or CL during PME or MOS enhancing courses; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certification.

**HQ:** FQ Requirements; attained 90+ credit hours towards a bachelor’s degree, or a technical certification.

**FQ:** SMC Graduate; DLC 6 complete (if selected for 7S/7C or nominative assignment).

**Note:** Completion of a graduate or post-graduate degree should be viewed as exceptional.

## PHYSICAL FITNESS

**MQ:** Consistent ACFT scores of 540 or better and meet height/weight requirements IAW AR 600-9. [APFT score 270 or better / 90 points each event]

**HQ:** Consistent ACFT scores of 480 or better and meet height/weight requirements IAW AR 600-9. [APFT score 240 or better / 80 points each event]

**FQ:** Consistent ACFT scores of 360 or better and meet height / weight requirements IAW AR 600-9. [APFT scores of 180 or better / 60 points in each event]

## TRAINING

**MQ:** Meets FQ/HQ requirements, and: completion of four or more [advanced skill / functional courses](#), such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/ SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

**HQ:** FQ requirements, and: Completion of three or more [advanced skill / functional courses](#).

**FQ:** Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); Completion of Pre-command and nominative courses as required.

## ASSIGNMENTS

**MQ:** 24+ months of rated time in a 37F6 [Key Developmental position](#); 12 months or more as a Bn Operations SGM; Senior NCO experience in both Operational and Generating force positions.

**HQ:** 12+ months rated time in a 37F6 [Key Developmental position](#).

**FQ:** 12+ months of rated time in a 37F6 position.

## OTHER INDICATORS

- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SGM/CSM (i.e, manage a section of 100+ personnel).
- Language skills are not a requirement but are highly encouraged. A FLPR of 2 / 2 or higher should be viewed as exceptional.

**NFQ - The following must have occurred within the current grade and the 18 months prior to the most current evaluation board:** Received a GOMAR, conviction by court-martial or punishment under UCMJ in current grade; Received a Bar to continued service; Received a NCOER in current grade with any of the following: Relief for Cause, “Did Not Meet Standard” in Part IV block c, “Not Qualified” in Part V block a; Refuses to complete DLC, PME, and/or consistently fails to meet the prerequisites to attend PME or advance skill courses; Fails to score 360 points with a minimum of 60 points in each event on the ACFT; Fails to meet height / weight requirements IAW AR 600-9.



# Advanced Skills/Functional Courses Applicable to CMF 37



Description	Recommend Grades
AIRBORNE	PVT – SGM/CSM
AIR ASSAULT	PVT – SGM/CSM
AIR MOVEMENT AND AIR LOAD PLANNER	SSG – SFC
ANTI-TERRORISM / FORCE PROTECTION LEVEL 1	SSG – SGM/CSM
ANTI-TERRORISM / FORCE PROTECTION LEVEL 2	SFC – SGM/CSM
ARMY DECEPTION PLANNER (ADPC)	SSG – SGM/CSM
BATTLE STAFF NCO COURSE(BSNCO)	SSG – SFC
COMPANY LEADER DEVELOPMENT (USAR)	SFC – MSG/1SG
DRILL SERGEANT	SSG – SFC
EQUAL OPPORTUNITY LEADER / REPRESENTATIVE (EOL / EOR)	SSG – SFC
EQUAL OPPORTUNITY ADVISOR (EOA)	SFC – MSG/1SG
INSTRUCTOR TRAINING COURSE (ITC)	SSG – MSG/1SG
IRREGULAR WARFARE PLANNING (IWPC)	SSG
LANGUAGE TRAINING (BASIC, INTERMEDIATE OR ADVANCED)	PVT – SGM/CSM
JKO – EJPME NEW STUDENT ORIENTATION (NSO)	PVT – SGM/CSM
JKO – EJPME 1	SGT – SGM/CSM
JKO – EJPME 2	SFC – SGM/CSM
JOINT INFORMATION OPERATIONS ORIENTATION (JIOOC)	SSG – SGM/CSM
JOINT INFORMATION OPERATIONS PLANNERS (JIOPC)	SFC – SGM/CSM
JOINT PSYOP STAFF PLANNER	SSG – SGM/CSM
JSOU – JOINT FUNDAMENTALS COURSE (CEP 1)	SSG – SFC
JSOU – ENTERPRISE MANAGEMENT COURSE (CEP 2)	SFC – MSG/1SG
JSOU – JSOF SENIOR ENLISTED ACADEMY (JSOFSEA) (CEP 3)	MSG/1SG
JSOU – SUMMIT	SGM/CSM
JUMPMaster (STATIC LINE)	SGT – SGM/CSM
MISO PROGRAM DESIGN AND ASSESSMENT (MPDAC)	SFC – SGM/CSM
MOBILIZATION PLANNER	SSG - SFC
NDU – JOINT MILDEC TRAINING (JMTC)	SFC
NOMINATIVE LEADER COURSE (NLC)	SGM/CSM

OPERATIONAL SECURITY (OPSEC) PLANNER	SSG – SGM/CSM
RANGER	SGT – SGM/CSM
RECRUITER	SSG – SFC
RED TEAM LEADER	SFC – MSG/1SG
RED TEAM MEMBER	SGT – MSG/1SG
SERGEANT MAJOR COURSE (SMC)	MSG
SEXUAL HARASSMENT / ASSAULT RESPONSE AND PREVENTION (SHARP) FOUNDATION	SSG - SFC
SHARP PROGRAM MANAGER	SFC – MSG/1SG
SPECIAL OPERATIONS MILITARY DECEPTION PLANNER (SOMPC)	SSG – SGM/CSM
SPECIAL TECHNICAL OPERATIONS NCO	SSG – MSG/1SG
SPECIAL TECHNICAL OPERATIONS NCO PLANNER	SSG – SGM/CSM
SPECIAL WARFARE BRIGHTON	SSG – MSG/1SG
SPECIAL WARFARE NETWORK DEVELOPMENT (SWNDC)	SSG – SGM/CSM
SPECIAL WARFARE OPERATIONAL DESIGN (SWODC)	SSG – SFC
SPECIAL WARFARE TOUCHSTONE	SSG – MSG/1SG
SURVIVAL EVASION RESISTANCE ESCAPE (SERE) LEVEL C	SGT – SGM/CSM
TACTICAL CASUALTY CARE COURSE	PVT – SFC
TACTICAL INFORMATION OPERATIONS (TAC IO)	SSG – MSG/1SG
UNIT MOVEMENT OFFICER DEPLOYMENT PLANNING	SSG – SGM/CSM
USAR ACTIVE GUARD RESERVE INTEGRATION TRAINING (AGRIT)	SGT – MSG/1SG
USAR ATRRS OPERATORS	SGT – MSG/1SG
USAR BN/BDE PRE-COMMAND	SGM/CSM
USAR COMPANY CDR FIRST SERGEANT	SFC – MSG/1SG
USAR PHYSICAL SECURITY OFFICER	SGT – MSG/1SG
USAR SECURITY MANAGER	SFC – MSG/1SG
USAR TRAINING MANAGER	SSG – MSG/1SG
USAR TRAINING PLAN DEVELOPMENT	SGT – SGM/CSM
USAR UNIT MOBILIZATION PLANNER	SSG – SGM/CSM