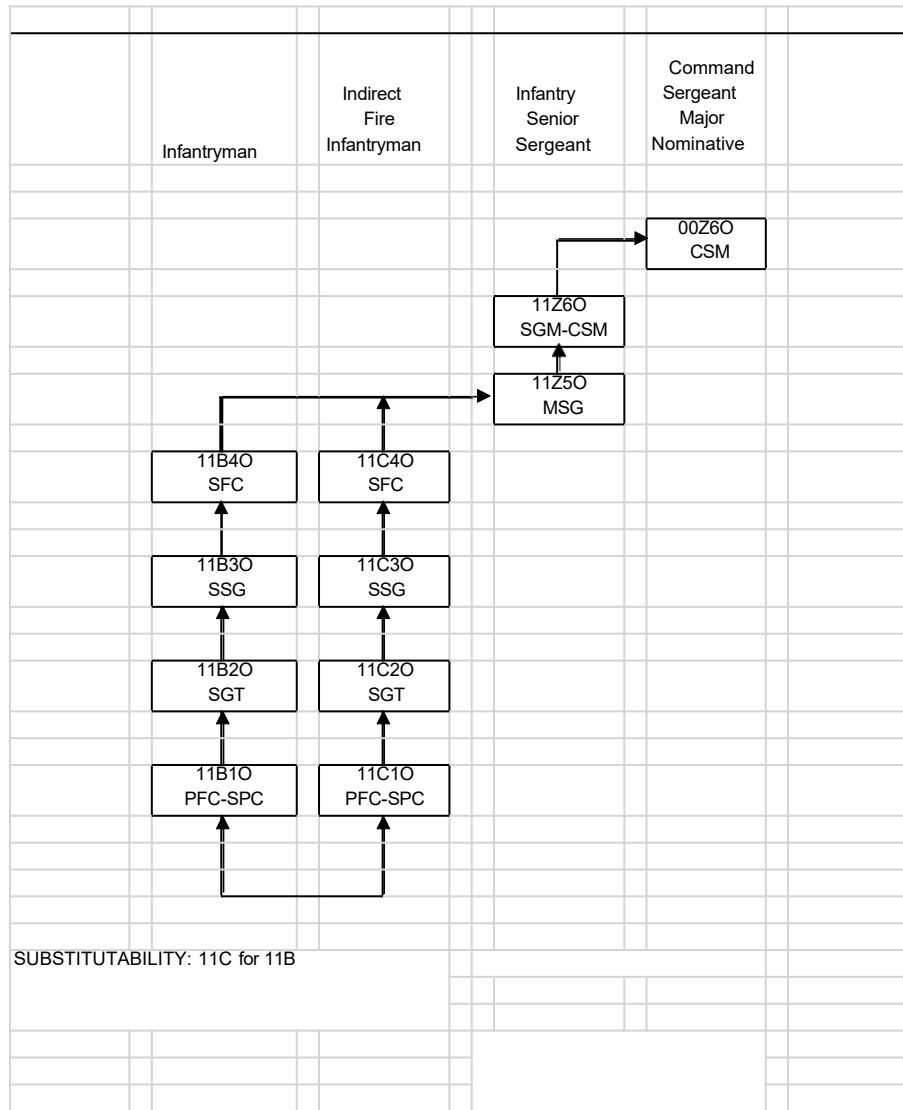








CMF 11 Progression Chart



11B Talent Development Model (Caps at SFC)

| Years of Service | 2 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 24 |
|-----------------------------|---|--|---|---|---|----|---------------------|--------------|----|----|----|------------|
| |  |  |  | |  | | | | | | | RCP |
| Key Leadership Position | | Rifle Team Leader | Rifle Squad Leader | | Platoon Sergeant | | | | | | | |
| Military/Civilian Education | DLC 1 | DLC 2 | | | DLC 3 | | | DLC 4 | | | | |
| | BLC | | ALC | | MSLC | | | MLC | | | | |
| | | 15 Semester Hour Goal | | | 30 Semester Hour Goal | | | | | | | |
| MOS Enhancing Positions | | Assault PLT SL Stryker VEH CDR | | BFV Master Gunner BFV SEC LDR Weapons SQD LDR Scout SQD LDR Assault PLT SEC LDR | | | Operations Sergeant | | | | | |
| Broadening Opportunities | | Drill Sergeant, Recruiter, Observer Controller/Trainer, Instructor Writer, Small Group Leader, Security Force Assistance Brigade | | | | | | | | | | |
| | | | Military Science Instructor | | | | | | | | | |
| Military Training | Expert Infantry Badge | | | | | | | | | | | |
| | Ranger | | | | | | | | | | | |
| | Infantry Mortar Leader Course | | | | | | | | | | | |
| | Complete a minimum one Institutional, Correspondent, or Distant Learning Course per year. | | | | | | | | | | | |



MOS 11B



The Infantryman serves, leads, or supervises as a member of an Infantry organization that employs individual small arms weapons or heavy anti-armor crew-served weapons, either mounted or dismounted, in support of offensive, defensive, and stability operations.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Serves a minimum of 24 months in MTOE SSG leadership positions (**does not include** time served in the rank of SGT). A minimum of 12 months as a Rifle Squad Leader and then assigned duties as Bradley Section Leader, Weapon or Scout Squad Leader, or Assault Company Section Sergeant. The primary developmental assignment for an MOS 11B SSG is as a Rifle Squad Leader.

SFC: At least 24 months of rated time as a Platoon Sergeant (PSG) in an authorized PSG position in an ABCT, IBCT, or SBCT (**does not include** time served in the rank of SSG).

Highly Qualified looks like:

SSG: Serves a minimum of 18 months of MTOE SSG leadership time as a SSG.

SFC: Serves a minimum of 18 months Platoon Sergeant time as an SFC.

* All service should be rated as Highly or Most Qualified and highly enumerated. Soldiers who have successfully performed at the next higher level due to merit (defined by performance rating and enumeration), not solely due to vacancy, prior to being promoted should be considered above their peers for promotion.



MOS 11B



PHYSICAL FITNESS

Most Qualified looks like:

SSG: Will have scored at least 540 on the Army Combat Fitness Test (ACFT), minimum 90 points in each event.

SFC: Will have scored at least 540 on the ACFT, minimum 90 points in each event.

Highly Qualified looks like:

SSG: Will have scored at least 500 on the ACFT.

SFC: Will have scored at least 500 on the ACFT.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: Completed some college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses.

SFC: Completed a minimum of 30 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses.

Highly Qualified looks like:

SSG: Completed some college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES course.

SFC: Completed a minimum of 20 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES course.



MOS 11B



ASSIGNMENTS (Key Developmental, Broadening)
PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Rifle Squad Leader, Bradley Section Leader, Weapon or Scout Squad Leader, or Assault Company Section Sergeant, Company Bradley Master Gunner. [Drill Sergeant, O/C-T, Instructor/Writer, Small Group Leader, or service in a SFAB*](#).

SFC: Platoon Sergeant, Operation Sergeant, Battalion Bradley Master Gunner. [Instructor/Writer, Drill Sergeant, O/C-T, Career Management NCO, Military Science Instructor, NCOPDS Small Group Leader, or service in a SFAB*](#).

* 50% of all SSG and SFC requirements are in the Generating Force and the Soldiers that fill these positions must meet stringent qualification standards that most MOS 11B NCOs do not meet. The Infantrymen that fill these positions are levied out of key leadership positions in the operational force before they may meet the time standards to be considered “most” or “highly” qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments. These NCOs are better prepared to serve at senior grades vice those who have remained in the operational Army for the most of their career.

Promotion consideration for any Soldier assigned to an SMU should take into account their proven performance, additional responsibilities, and the distinct nature of the unit mission. When being considered for promotion, board members will need to use personal judgment, based upon the NCO’s record, to determine their level of performance and potential to serve at the next higher grade.

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



MOS 11B



TRAINING

Most Qualified looks like:

SSG: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from five MOS-enhancing courses with one of the five being the Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course. SFC: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from five MOS-enhancing courses with one of the five being the Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course.

Highly Qualified looks like:

SSG: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from a minimum of five MOS- enhancing courses. SFC: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from a minimum of five MOS- enhancing courses.

OTHER INDICATORS





Most Qualified looks like:

SSG: Achieved Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments. SFC: Achieved Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments.

Highly Qualified looks like:

SSG: Commandant's List in at least one NCOES course. SFC: Commandant's List in at least one NCOES course.

11C Talent Development Model (Caps at SFC)

| Years of Service | 2 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 24 |
|-----------------------------|---|--|---|---|--|-----------------------------|----|--------------|----|----|----|------------|
| |  |  |  |  | | | | | | | | RCP |
| Key Leadership Position | | Mortar Squad Leader | Mortar Section Leader | | Mortar Platoon Sergeant / CAV Troop Section Leader | | | | | | | |
| Military/Civilian Education | DLC 1 BLC | DLC 2 BLC | ALC 15 Semester Hour Goal | | DLC 3 MSLC 30 Semester Hour Goal | | | DLC 4 MLC | | | | |
| MOS Enhancing Positions | | Fire Direction Computer (FDC) | | FDC Chief CAV SQDN Squad Leader | | | | | | | | |
| Broadening Opportunities | | Drill Sergeant, Recruiter, Observer Controller/Trainer, Instructor Writer, Small Group Leader, Security Force Assistance Brigade | | | | | | | | | | |
| | | | | | | Military Science Instructor | | | | | | |
| Military Training | | Expert Infantry Badge | | | | | | | | | | |
| | | Ranger | | | | | | | | | | |
| | | Infantry Mortar Leader Course | | | | | | | | | | |
| | | Complete a minimum one Institutional, Correspondent, or Distant Learning Course per year. | | | | | | | | | | |



MOS 11C



The Indirect Fire Infantryman serves as a supervisor or as a member of a Mortar Squad, Section, or Platoon. Employs crew and individual weapons in offensive, defensive, and stability operations.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Will have at least 24 months rated SSG time in an authorized leadership position as a Mortar Squad or Section Leader within an ABCT, IBCT, or SBCT (**does not include** time served in the rank of SGT).
SFC: Will have at least 24 months of rated time as a Platoon Sergeant. SFCs are rated as a Section Leader in Cavalry Troop formations and are viewed the same as a Platoon Sergeant position (**does not include** time served in the rank of SSG).

Highly Qualified looks like:

SSG: Will have at least 18 months rated SSG time in an authorized leadership position as a Mortar Squad or Section Leader within an ABCT, IBCT, or SBCT as an SSG.
SFC: Will have at least 18 months rated time as a Platoon Sergeant or SFC Section Leader in a Cavalry Troop as an SFC.

* All service should be rated as Highly or Most Qualified and highly enumerated. Soldiers who have successfully performed at the next higher level due to merit (defined by performance rating and enumeration), not solely due to vacancy, prior to being promoted should be considered above their peers for promotion.



MOS 11C



PHYSICAL FITNESS

Most Qualified looks like:

SSG: Will have scored at least 540 on the Army Combat Fitness Test (ACFT), minimum 90 points in each event.

SFC: Will have scored at least 540 on the ACFT, minimum 90 points in each event.

Highly Qualified looks like:

SSG: Will have scored at least 500 on the ACFT.

SFC: Will have scored at least 500 on the ACFT.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: Completed some college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses.

SFC: Will have completed a minimum of 30 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses.

Highly Qualified looks like:

SSG: Completed some college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES course.

SFC: Completed a minimum of 20 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES course.



U.S. ARMY

MOS 11C



ASSIGNMENTS (Key Developmental and Broadening) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Mortar Squad or Section Leader. [Drill Sergeant](#), [O/C-T](#), [Instructor/Writer](#), [Small Group Leader](#), or [service in a SFAB*](#).

SFC: Platoon Sergeant, or Section Leader in a Cavalry Troop formation. [Instructor/Writer](#), [NCOPDS Small Group Leader](#), [Drill Sergeant](#), [O/C-T](#), [Career Management NCO](#), [Military Science Instructor](#), or [service in a SFAB*](#).

*Over 30% of all 11C SSG and 50% of 11C SFC requirements are in the Generating Force and the Soldiers that fill these positions must meet stringent qualification standards that most MOS 11C NCOs do not meet. The Infantrymen that fill these positions are levied out of key leadership positions in the operational force before they may meet the time standards to be considered “most” or “highly” qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments. These NCOs are better prepared to serve at senior grades vice those who have remained in the operational Army for the most of their career.

Promotion consideration for any Soldier assigned to an SMU should take into account their proven performance, additional responsibilities, and the distinct nature of the unit mission. When being considered for promotion, board members will need to use personal judgment, based upon the NCO’s record, to determine their level of performance and potential to serve at the next higher grade.

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



MOS 11C



TRAINING

Most Qualified looks like:

SSG: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from the Infantry Mortar Leader Course; Will have completed a minimum of five MOS-enhancing courses with one of the five being the Battle Staff NCO Course, or the Ranger Course.

SFC: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from the Infantry Mortar Leader Course; Will have completed a minimum of five MOS-enhancing courses with one of the five being the Battle Staff NCO Course, or the Ranger Course.

Highly Qualified looks like:

SSG: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from a minimum of five MOS- enhancing courses.

SFC: Will have earned the Expert Infantryman Badge (EIB). Will have graduated from a minimum of five MOS- enhancing courses.

OTHER INDICATIORS

Most Qualified looks like:

SSG: Achieved Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments.

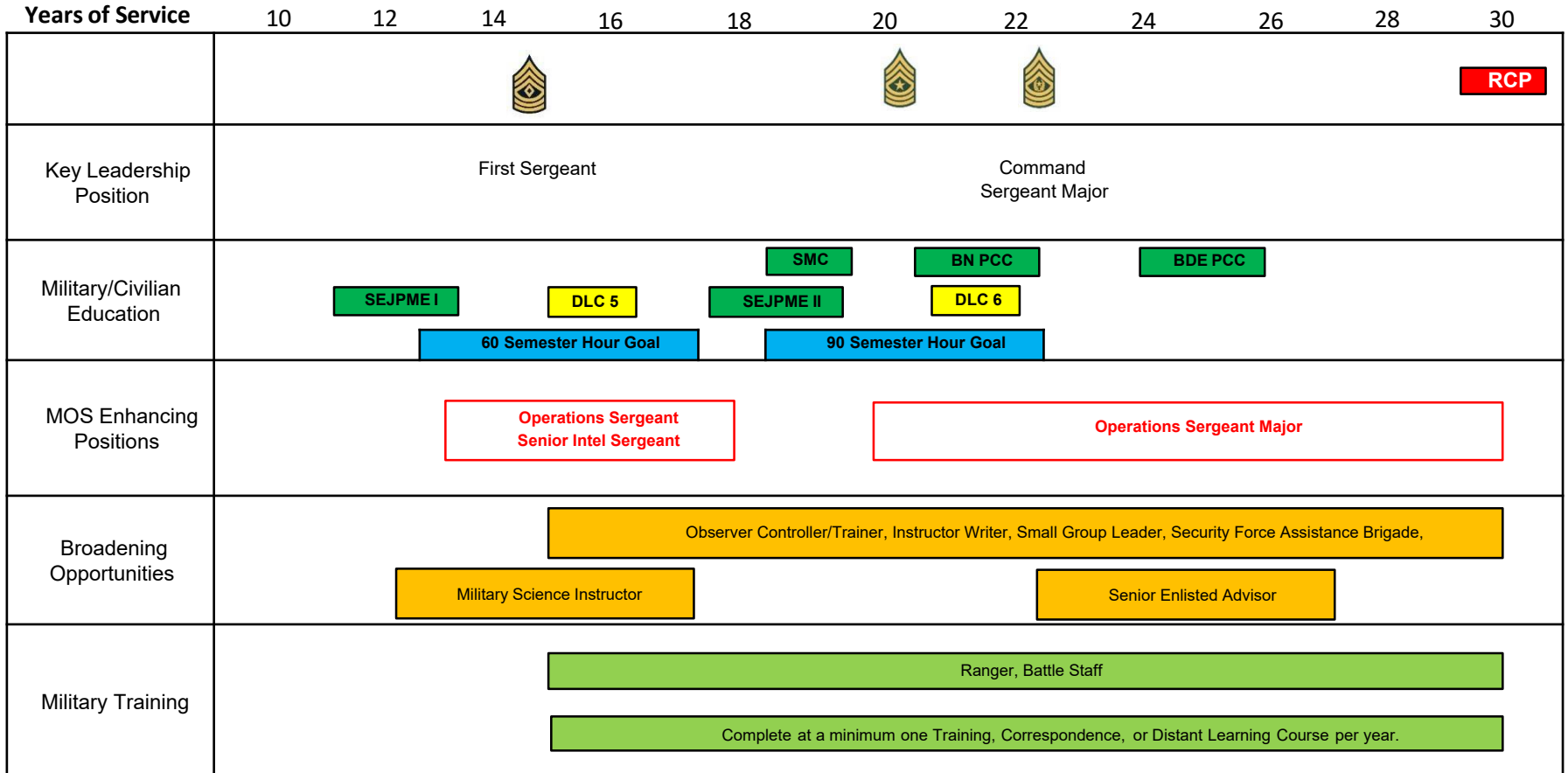
SFC: Achieved Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments.

Highly Qualified looks like:

SSG: Commandant's List in at least one NCOES course.

SFC: Commandant's List in at least one NCOES course.

11Z Talent Development Model





U.S. ARMY

MOS 11Z



The Senior Infantry Sergeant at the MSG/1SG level normally serves as the principal NCO in either a company as a 1SG, or as the principal NCO in the OPS or intelligence sections of BN and higher organizations. Provides leadership, tactical and technical guidance, professional support to subordinates, and recommendations to superiors in accomplishing their duties. The MSG/1SG edits and prepares tactical plans, training materials, and coordinates implementation of OPS, training programs, and communications activities.

LEADERSHIP POSITIONS

Most Qualified looks like:

1SG/MSG: Will have completed at least 24 months of rated time as a First Sergeant; with at least 12 months rated as a HHC First Sergeant.

CSM/SGM: 11Z SGMs should have served in a valid SGM position for a minimum of 24 months prior to appointment to CSM.

Highly Qualified looks like:

1SG/MSG: Will have at least 18 months of rated time as a First Sergeant.

CSM/SGM: 11Z SGMs should have served in a valid SGM position for a minimum of 18 months prior to appointment to CSM.

* All service should be rated as Highly or Most Qualified and highly enumerated. Soldiers who have successfully performed at the next higher level prior to being promoted should be considered above their peers for promotion.



MOS 11Z



PHYSICAL FITNESS

Most Qualified looks like:

1SG/MSG: Will have scored at least 540 on the Army Combat Fitness Test (ACFT).

CSM/SGM: Will have scored at least 540 on the ACFT, minimum of 90 points in each event.

Highly Qualified looks like:

1SG/MSG: Will have scored at least 500 on the ACFT.

CSM/SGM: Will have scored at least 500 on the ACFT.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

1SG/MSG: Completed a minimum of 60 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses; Graduate of Master Leader Course.

CSM/SGM: Completed a minimum of 90 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses.

Highly Qualified looks like:

1SG/MSG: Completed a minimum of 50 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES courses.

CSM/SGM: Completed a minimum of 80 semester hours of college classes; Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in most recent NCOES courses.



MOS 11Z



ASSIGNMENTS (Key Developmental and Broadening)
PROPONENT SPECIFIC CHALLENGING / HIGH RISK

1SG/MSG: First Sergeant. Military Science Instructor, Instructor/Writer, Observer/Controller-Trainer, NCOPDS Small Group Leader, or service in a SFAB*.

CSM/SGM: Operations Sergeant. Military Science Instructor, Instructor/Writer, Observer/Controller-Trainer, NCOPDS Small Group Leader, or service in a SFAB*

*Many MOS 11Z NCOs serve as Instructor/Writers, Military Science Instructors (ROTC), Observer/Controller-Trainers (O/C-T), and NCOPDS Small Group Leaders in the Generating Force. A significant number of MOS 11Z NCOs do not meet the stringent qualification standards required to fill these positions. The Infantrymen that fill these positions are levied out of key leadership positions in the operational force before they may meet the time standards to be considered “most” or “highly” qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments. These NCOs are better prepared to serve at senior grades vice those who have remained in the operational Army for the most of their career.

Promotion consideration for any Soldier assigned to an SMU should take into account their proven performance, additional responsibilities, and the distinct nature of the unit mission. When being considered for promotion, board members will need to use personal judgment, based upon the NCO’s record, to determine their level of performance and potential to serve at the next higher grade.

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



U.S. ARMY

MOS 11Z



TRAINING

Most Qualified looks like:

1SG/MSG: Will have earned the Expert Infantryman Badge (EIB). Will have completed a minimum of five MOS- enhancing courses with one of the five being the Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course.

CSM/SGM: Will have earned the Expert Infantryman Badge (EIB). Will have completed a minimum of five MOS- enhancing courses with one of the five being the Bradley Master Gunner Course, Battle Staff NCO Course, or the Ranger Course. Additional training will be dictated by the NCOs Chain of Command.

Highly Qualified looks like:

MSG/1SG: Will have earned the Expert Infantryman Badge (EIB). Will have completed a minimum of five MOS enhancing courses.

SGM/CSM: Will have earned the Expert Infantryman Badge (EIB). Will have completed a minimum of five MOS enhancing courses.

OTHER INDICATIORS

Most Qualified looks like:

1SG/MSG: Achieved Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments.

CSM/SGM: Achieved Distinguished Honor Graduate, Honor Graduate, or Commandant's List in all NCOES courses; Drill Sergeant of the Year; NCO of the Quarter or Year; Instructor of the Year; Membership in the SGT Audie Murphy or SGT Morales clubs; and similar subordinate's accomplishments.

Highly Qualified looks like:

1SG/MSG: Commandant's List in at least one NCOES course.

CSM/SGM: Commandant's List in at least one NCOES course.

MOS11Z Special Mission Unit Guidance



U.S. ARMY

TRAINING

Most Qualified looks like:

MSG/1SG: Will have completed 60 months on an operational team within the SMU and possess either SQI “D” or “T” or have served as an SMU Case Officer.

Highly Qualified looks like:

MSG/1SG: Will have completed 48 months on an operational team within the SMU and possess either SQI “D” or “T” or service as an SMU Case Officer.

SPECIAL CIRCUMSTANCES

Given the structure and organization of SMUs, most MOS 11Z MSG’s will never serve as a 1SG within the SMUs and have never served outside of non-Department of the Army Special Roster (DASR) positions. These assignments are voluntary and require Infantrymen to complete an arduous assessment, selection, and training process. SMU assignments are performance based, and in many cases, NCOs will remain in these units most of their careers. Duties of an Infantrymen assigned to an SMU encompass traditional Infantry tactics, techniques, and procedures as well as mission specific tactics developed for unconventional operations.