



U.S. ARMY

# CMF 25 Progression Chart

Command Sergeant Major Nominative

Information Technology Specialist

Network Communication Systems Specialist

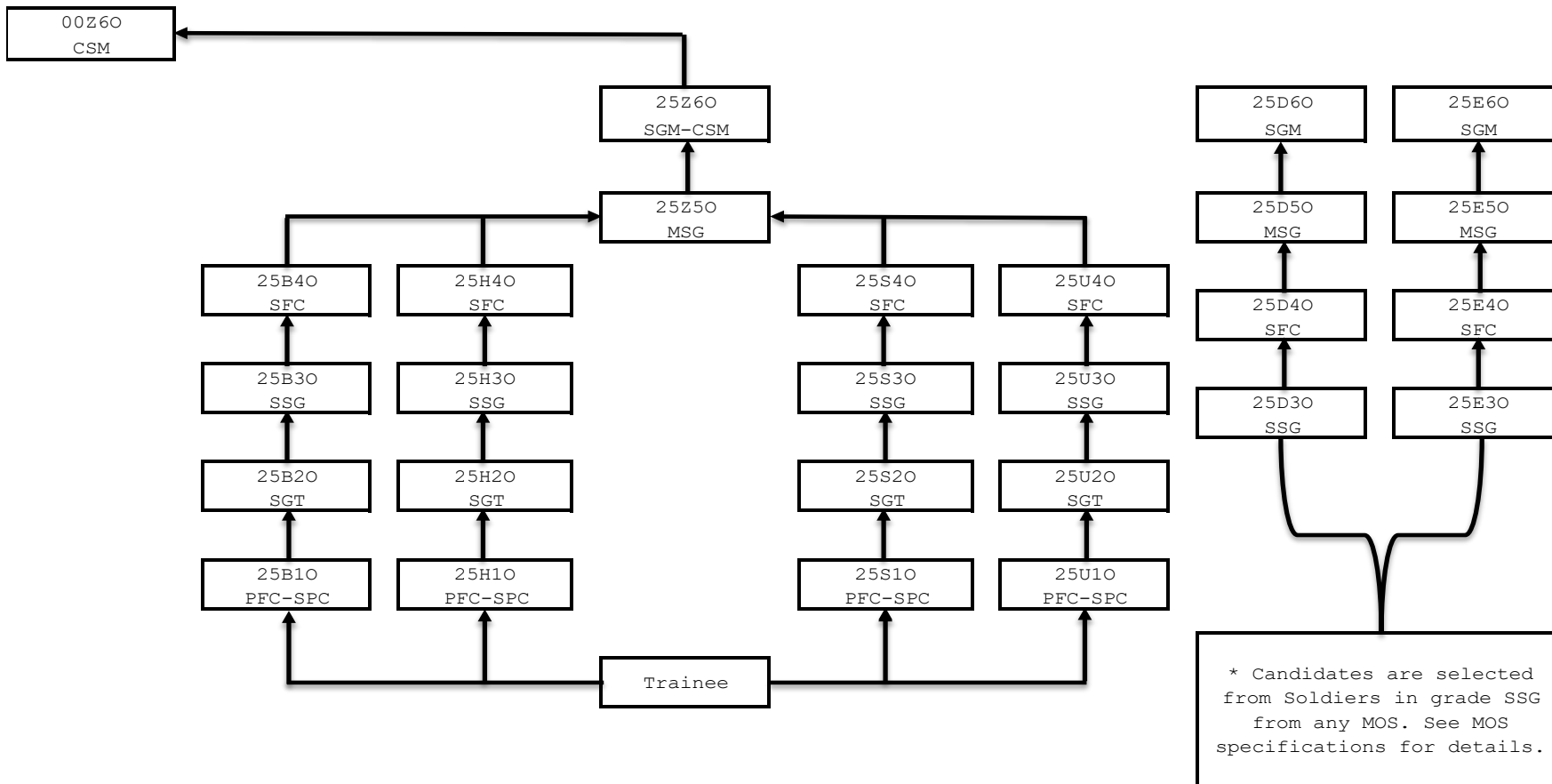
Senior Signal Sergeant

Satellite Communication Systems Specialist

Signal Operations Support Specialist

Cyber Network Defender\*

Electromagnetic Spectrum Manager\*



SUBSTITUTABILITY: None

Figure 10-25a. CMF 25--Signal career progression (Effective 202510)



U.S. ARMY

# 25B Talent Development Model

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

<b>Key Leadership Position</b> MQ rating and highly numerated ranking	Info Tech Specialist	Sr. Info Tech SPC ALT. COMSEC Account Manager	Info Tech NCO Info Tech Team Chief COMSEC Account Manager	Info Tech Supervisor Platoon Sergeant	See 25Z for MSG, SGM/CSM																															
<b>Military/Civilian Education</b>	DLC 1 BLC Start College IAT LVL I Certs	DLC 2 ALC 30+ Credit Hours IAT LVL II / IAM LVL I Certs	DLC 3 SLC Associate Degree IAT LVL II-III / IAM LVL I-II Certs	DLC 4 MLC	See 25Z for MSG, SGM/CSM																															
<b>Key Development</b>	NETOPS Service Desk Management Joint Operating Planning System Analyst GCC/Army Service Component Command IT NCO Cyber Protection Brigade Communications Security (COMSEC) Account Manager												Data Systems Integrator Info Tech Staff NCO Information Tech Security Mgr Sr. GCC/ASCC IT NCO												See 25Z for MSG, SGM/CSM											
<b>Broadening Opportunities</b>	Security Forces Assistance Brigade (SFAB)	Drill Sergeant, Recruiter, NCOA Small Group Leader, Instructor/Writer, Defense Information Systems Agency (DISA), White House Communication Agency, Security Forces Assistance Brigade, Joint Communication Unit (JCU), Joint Communications Support Element. Training with Industry												Senior Instructor/Writer, White House Communication Agency, Defense Information Systems Agency, Training with Industry, NATO, Special Mission Unit, Joint Communication Unit (JCU), Joint Communications Support Element (JCSE)												See 25Z for MSG, SGM/CSM										
<b>Military Training</b>	Air Assault Airborne IAT LVL I Certs	Air Assault, Ranger, Airborne, Jumpmaster, Marksmanship Master Trainer, Master Resilience Trainer, Signal Digital Master Gunner, Management Client Course, Master Fitness Trainer, SEJPME – I												Air Assault, Ranger, Airborne, Jumpmaster, Marksmanship Master Trainer, Master Resilience Trainer, Signal Digital Master Gunner, Management Client Course, Master Fitness Trainer, SEJPME – II, Joint C4 Planner Course, Battle Staff NCO												See 25Z for MSG, SGM/CSM										



# MOS 25B

The Information Technology Specialist plans and supervises the deployment, installation, operation and maintenance of computer systems and the IT network and provides support for the network environment in unclassified and classified networks for operations at all echelons to include Joint organizations. Additionally, the Information Technology Specialist performs Communications Security (COMSEC) Account Management, IAW AR 380-40.

## **LEADERSHIP POSITIONS**

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

SSG: Info Tech Chief for 24 or more months

SFC: Detachment Sergeant for 24 or more months

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

SSG: Info Tech Chief for 18 to 24 months

SFC: Detachment Sergeant for 18 to 24 months



# MOS 25B

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION/CERTIFICATIONS

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

SSG: ALC Distinguished Honor Grad/Honor Grad; 30+ Credit hours; Information Assurance Technician Level II / Information Assurance Management Level I cert, Cisco Certified Network Associate, Certified Wireless Network Administrator

SFC: SLC Distinguished Honor Grad/Honor Grad; Associates's Degree; Information Assurance Technician Level III / Information Assurance Management Level II cert, Certified Ethical Hacker, Cisco Certified Network Professional, Microsoft Certified Solutions Associate

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

SSG: Commandant List; 20+ semester hours of College; Information Assurance Technician Level II  
SFC: Commandant List; 30+ semester hours ; Information Assurance Technician Level II /Information Assurance Management Level I



# MOS 25B

## TRAINING

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

SSG: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course, Joint C4 Planner Course

SFC: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, SHARP, Joint C4 Planner Course

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

SSG: Air Assault, Airborne, Master Fitness Trainer, Instructor Course (CFD-IC) SFC: Air Assault, Airborne, Master Fitness Trainer, Instructor Course(CFD-IC)

## OTHER INDICATORS

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

SSG: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury

SFC: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury

# MOS 25B



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## ASSIGNMENTS (Broadening and Critical Developmental)

### **PROPONENT SPECIFIC CHALLENGING/HIGH RISK**

SSG Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Nuclear Surety COMSEC Account Manager, Small Group Leader (ALC), Special Mission Unit, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade (SFAB), Joint Communication Unit, Joint Communications Support Element. Critical Development assignments are: **Info Tech Security MGR, Info Tech Supervisor, Info Tech Staff NCO.**

SFC Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader (SLC), Special Mission Unit, White House Communication Agency, Defense Information Systems Agency, Security Forces Assistance Brigade (SFAB), Joint Communication Unit, Sexual Assault Response Coordinator/Victim Advocate. Critical Development assignments are: **Info Tech Security MGR, Info Tech Supervisor, Info Tech Staff NCO.**



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# MOS 25D (SSG thru SGM)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>MOS 25D has no authorizations for Team Chief, Platoon Sergeant, or First Sergeant or Command Sergeant Major.</p> <p>MOS 25D Soldiers are not authorized for assignment as Recruiters, Drill Sergeant, Platoon Sergeants, First Sergeants, Command Sergeants Major, Inspector General (IG), or Equal Opportunity Advisors (EOA).</p>															
<b>Military/Civilian Education</b>				DLC 3			DLC 4			DLC 5			DLC 6			
			30+Credit Hours IAT LVL II / IAM LVL I Certs CSSP Analyst	SLC		Associate Degree IAT LVL II-III / IAM LVL I-II Certs CSSP Auditor/	MLC		Bachelor's Degree IAT LVL III / IAM LVL II-III Certs CSSP Auditor/	SGM-A		Master's Degree IAM LVL III Certs CSSP Auditor/ Incident Responder				
<b>Critical Development</b>				Infrastructure Supporter, CND Analyst, Cyber Mission Units			Infrastructure Supporter, Senior Analyst, Auditor, Joint/DOD, Cyber Mission Units			Senior Incident Responder, Senior Auditor, CND Manager, Regional Cyber Center or ASCC			Senior CND Manager, Regional Cyber Center			
<b>Broadening Opportunities</b>				Cyber Protection Teams, White House Communication Agency (WHCA), Defense Information Systems Agency (DISA), ARCYBER, Security Force Assistance Brigade (SFAB), Cyber Warfare Support Battalion (CWSB)			Cyber Protection Teams, White House Communication Agency (WHCA), Defense Information Systems Agency (DISA), ARCYBER, U.S. Special Operations Command (USSOCOM), Instructor/Writer			Army Cyber Command, USSOCOM, Cyber Protection Brigade,						
<b>Military Training</b>				Airborne, Air Assault, Jumpmaster, Basic Computer Network Operations Course (BCNOPC), Security Force Assistance Brigade (SFAB), Master Fitness Trainer, Master Resilience Trainer, Joint C4 Planner, SEJPME – II			Airborne, Air Assault, Jumpmaster, Basic Computer Network Operations Course (BCNOPC), Incident Handler, Forensic Analyst/Systems and Network Auditor, Master Fitness Trainer, Master Resilience Trainer, Joint C4 Planner, SEJPME – II						Air Assault, Master Fitness Trainer, Executive Cyberspace Operations Planners Seminar (ECOPS), Joint C4 Planner, SEJPME – II			



# MOS 25D

The Cyber Network Defender performs the duties associated with the five Computer Network Defense (CND) specialties (Infrastructure Support, Analyst, Incident Responder, Auditor and Manager), Information Assurance Technical (IAT) Levels I-III functions, Information Assurance Management (IAM) Levels I-III functions, as required by skill level IAW AR 25-2 and DoD 8140.03-M.

## **LEADERSHIP POSITIONS**

SSG: Infrastructure Support 12 months, CND Analyst 12 months

SFC: Infrastructure Support 12 months, Senior CND Analyst 12 months

MSG: Senior Incident Responder 12 months, Senior Auditor 12 months, CND Manager 12 months

SGM: Senior CND Manager 24 months, Regional Cyber Center 24 months





# MOS 25D

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

MSG: 540 on ACFT

SGM: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

MSG: 510 on ACFT

SGM: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION

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

SSG: Distinguished Honor Grad/Honor Grad; 30+ college credits; Information Assurance Technician Level II / Information Assurance Management Level I cert, CompTIA Cybersecurity Analyst, EC-Council Certified Network Defender, Certified Ethical Hacker, Microsoft Certified Solutions Expert

SFC: Distinguished Honor Grad/Honor Grad; Associate Degree; Information Assurance Technician Level III / Information Assurance Management Level II cert, Certified Ethical Hacker, Cisco Certified Network Professional, GIAC Certified Forensics Analyst, Microsoft Certified Solutions Expert

MSG: Distinguished Honor Grad/Honor Grad; Bachelor's Degree; Information Assurance Technician Level III / Information Assurance Management Level III cert, Certified Ethical Hacker, Certified Information Systems Auditor, GIAC Systems and Network Auditor, Microsoft Certified Solutions Expert

SGM: Master's Degree; Information Assurance Management Level III, Certified Information Systems Security Professional, Certified Information Security Manager, Certified Chief Information Security Officer, Microsoft Certified Solutions Expert

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

SSG: Commandant List; 20+ semester hours of College; Information Assurance Technician Level II

SFC: Commandant List; 30+ college credits; Information Assurance Technician Level II / Information Assurance Management Level I cert

MSG: Commandant List; Associate College; Information Assurance Technician Level II / Information Assurance Management Level I-II

SGM: Bachelor's Degree; Information Assurance Technician Level II-III / Information Assurance Management Level II



# MOS 25D

## TRAINING

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

- SSG: Ranger School, Jump Master, Battle Staff NCO Course, Joint C4 Planner Course
- SFC: Ranger School, Jump Master, Battle Staff NCO Course, Instructor Course (CFD-IC), Joint C4 Planner Course
- MSG: Ranger School, Jump Master, Battle Staff NCO Course, Joint C4 Planner Course
- SGM: Ranger School, Jump Master, Joint C4 Planner Course

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

- SSG: Air Assault, Airborne, Master Fitness Trainer, Management Client Course, Master Resilience Trainer
- SFC: Air Assault, Airborne, Master Resilience Trainer, Master Fitness Trainer
- MSG: Air Assault, Airborne,
- SGM: Air Assault, Airborne

## OTHER INDICATORS

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

- SSG: NCO of the Quarter/Year, Sergeant Audie Murphy Club, Sergeant Morales Club, Distinguished Leader Award, Expert Soldier Badge, Best Warrior Competition
- SFC: Instructor of the Quarter/Year, NCO of the Quarter/Year, Sergeant Audie Murphy Club, Sergeant Morales Club, Distinguished Leader Award, Expert Soldier Badge, Best Warrior Competition
- MSG: Distinguished Leader Award, Expert Soldier Badge
- SGM: Order of Mercury



# MOS 25D

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

SSG Broadening assignments are: [Special Mission Unit](#), [White House Communication Agency](#), [Defense Information Systems Agency](#), [SFAB](#), [ARCYBER](#). Critical Development assignments are: [Infrastructure Support](#), [Analyst](#)

SFC Broadening assignments are: [Instructor/Writer](#), [Special Mission Unit](#), [White House Communication Agency](#), [Defense Information Systems Agency](#), [ARCYBER](#). Critical Development assignments are: [Senior Analyst](#), [Incident Responder](#), [Auditor](#).

MSG Broadening assignments are: [Special Mission Unit](#), [ARCYBER](#). Critical Development assignments are: [Senior Incident Responder](#), [Senior Auditor](#), [CND Manager](#)





SGM Broadening assignment is: [ARCYBER](#). Critical Development assignment is: [Senior CND Manager](#)



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# MOS 25E (SSG thru SGM)

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

												
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>MOS 25E has no authorizations for Team Chief, Platoon Sergeant, First Sergeant, or Command Sergeant Major.</p> <p>MOS 25E Soldiers are not authorized for assignment as Recruiters, Drill Sergeant, Inspector General (IG), or Equal Opportunity Advisors (EOA).</p>											
<b>Military/Civilian Education</b>				DLC 3	SLC	DLC 4	MLC	DLC 5	SGM-A	DLC 6	Nom	
				Associate Degree			Bachelor's Degree			Master's Degree		
<b>Key Development</b>				Electromagnetic Spectrum Mgr, Electro Spec NCO, Corps Spec Manager, Theater Spec Mgmt NCO		Spectrum Mgmt Chief, Corps Spec Mgmt Chief, Theater Spec Mgmt Chief, Joint Electronic Spec Mgr, CCMD J-6 JFMO NCOIC		Joint Spectrum Manager, Senior Spec Mgr, Army Spectrum Mgmt Chief, CCMD J-6 JFMO NCOIC		Senior Army Spectrum Management Chief, Senior Spec Mgr		
<b>Broadening Opportunities</b>				Defense Information Systems Agency (DISA), White House Communications Agency (WHCA), Joint Spectrum Center (JSC), Security Forces Assistance Brigade (SFAB)							DISA, USASMA/OCLL Fellowships, Joint and Combined Warfighting School (JCWS)	
				Instructor/Writer, Training Developer, Capability Developer NCO								
<b>Military Training</b>				Ranger, Airborne, Air Assault, Master Fitness, Master Resilience								
				ASI S9 – Joint Spectrum Manager								



# MOS 25E

The Electromagnetic Spectrum Manager develops, produces, and distributes the Signal Operating Instructions (SOI) using computer software programs; maintains a database of frequency requests and assignments and performs periodic reviews and updates; takes steps to resolve frequency interference reports and maintains a database of interference incidents; and performs unlimited frequency planning, selection, and de-confliction using automated tools.

## **LEADERSHIP POSITIONS**

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

SSG: Electromagnetic Spectrum Manager 12 months, Corps Spectrum Manager 12 months, Theater Spectrum Manager 12 months

SFC: Spectrum Management Chief 12 months, Corps Spectrum Management Chief 12 months, Theater Spectrum Management Chief 12 months, Army Spectrum Management Chief 12 months

MSG: Joint Electronic Spectrum Manager 12 months, Senior Spectrum Manager 12 months  
SGM: Senior Army Spectrum Manager 24 months



# MOS 25E

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

SSG Broadening assignments are: Instructor/Writer, Asymmetric Warfare Group, NATO, Defense Information Systems Agency, Cyber Protection Brigade, ARCYBER, White House Communication Agency. Critical Development assignments are: Electromagnetic Spectrum Mgr, Electro Spec NCO, Corps Spec Manager, Theater Spec Mgmt NCO.

SFC Broadening assignments are: Small Group Leader, Instructor/Writer, Asymmetric Warfare Group, NATO, Defense Information Systems Agency, Cyber Protection Brigade, ARCYBER, White House Communication Agency, Security Forces Assistance Brigade (SFAB). Critical Development assignments are: Spectrum Mgmt Chief, Corps Spec Mgmt Chief, Theater Spec Mgmt Chief, Joint Electronic Spec Mgr, CCMD J-6 JFMO NCOIC.

MSG Broadening assignments are: Instructor/Writer, Asymmetric Warfare Group, NATO, Defense Information Systems Agency, Cyber Protection Brigade, ARCYBER, White House Communication Agency, Small Group Leader. Critical Development assignments are: Joint Spectrum Manager, Senior Spec Mgr, Army Spectrum Mgmt Chief, CCMD J-6 JFMO NCOIC.

SGM Broadening assignments are: White House Communication Agency, Defense Information Systems Agency, USASMA Fellowship. Critical Development assignments are: Senior Army Spectrum Management Chief, Senior Spec Mgr.



# MOS 25E

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

MSG: 540 on ACFT

SGM: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

MSG: 510 on ACFT

SGM: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION

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

SSG: Distinguished Honor Grad/Honor Grad; 30+ college credits SFC:

Distinguished Honor Grad/Honor Grad; Associate Degree MSG:

Distinguished Honor Grad/Honor Grad; Bachelor's Degree SGM:

Distinguished Honor Grad/Honor Grad; Master's Degree

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

SSG: Commandant List; 20+ college credits

SFC: Commandant List; 30+ college credits

MSG: Commandant List; Associate College

SGM: Commandant List; Bachelor's Degree



# MOS 25E

## TRAINING

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

- SSG: Ranger, Jump Master, Battle Staff, Signal Digital Master Gunner (S-DMG)
- SFC: Ranger, Jump Master, Battle Staff, Signal Digital Master Gunner (S-DMG)
- MSG: Ranger, Jump Master, Battle Staff, Signal Digital Master Gunner (S-DMG)
- SGM: Ranger, Jump Master

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

- SSG: Air Assault, Airborne, Instructor, Pathfinder, Master Resiliency Trainer
- SFC: Air Assault, Airborne, Instructor, Pathfinder, Master Resiliency Trainer
- MSG: Air Assault, Airborne, Pathfinder, Master Resiliency Trainer
- SGM: Air Assault, Airborne, Pathfinder

## OTHER INDICATORS

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

- SSG: NCO of the Quarter/Year, Sergeant Audie Murphy Club, Sergeant Morales Club, Distinguished Leader Award, Expert Soldier Badge, Best Warrior Competition
- SFC: Instructor of the Quarter/Year, NCO of the Quarter/Year, Sergeant Audie Murphy Club, Sergeant Morales Club, Distinguished Leader Award, Expert Soldier Badge, Best Warrior Competition
- MSG: Distinguished Leader Award
- SGM: Order of Mercury












U.S. ARMY

# 25H Talent Development Model

Years of Service

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

							
<b>Key Leadership Position</b> MQ rating and highly numerated ranking	Sr Network Communication SYS Specialist, Sr Cable SYS Installer, Sr Transmissions Sys Operator, Sr TROPO SYS Operator		Network Communication SYS Supervisor, Cable SYS Installer Supervisor, Transmissions SYS Supervisor, Section Supervisor	Platoon Sergeant, Detachment Sergeant	See 25Z for MSG, SGM/CSM		
<b>Military/Civilian Education</b>	DLC 1	DLC 2	DLC 3	DLC 4	See 25Z for MSG, SGM/CSM		
<b>Key Development</b>	Network Communication SYS Specialist, Cable SYS Installer, Transmissions Sys Operator, TROPO SYS Operator, Range Extension Operator		Plans/Operations NCO, Section Supervisor	Network Communication SYS Manager, Network Communication SYS Planner, Switch System Chief	See 25Z for MSG, SGM/CSM		
<b>Broadening Opportunities</b>	White House Communications Agency (WHCA), Security Force Assistance Brigade (SFAB)				See 25Z for MSG, SGM/CSM		
<b>Military Training</b>	Ranger, Airborne, Air Assault				See 25Z for MSG, SGM/CSM		
	Signal Digital Master Gunner, SHARP, Joint C4 Planner Course, Master Resiliency Training Course Battle Staff NCO Course						
	Air Load Planner, Master Fitness Trainer						
	Jumpmaster Course, Master Fitness Trainer Course, Military Equal Opportunity Advisor Course, Management Client Course, Common Faculty Development-Instructor Course, Operational Contract Support Course, Company Commander/First Sergeant Course				Mission Command Digital Master Gunner, Capabilities Development Course, Common Faculty Development-Instructor Course, Company Commander/First Sergeant Course, Operational Contract Support Course, Equal Opportunity Advisor Course		



U.S. ARMY

# MOS 25H

The Network Communication Systems Specialist supervises, installs, operates and performs limited field level maintenance on commercial and tactical fiber, cabling and wiring, IP based nodal systems, integrated network, line-of-site communications systems and associated equipment. Performs network management functions in support of maintaining, troubleshooting, and reengineering of networks in support of operational requirements.

## **LEADERSHIP POSITIONS**

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

SSG: Section Supervisor for 24 or more months

SFC: Platoon/Detachment Sergeant for 24 or more months

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

SSG: Section Supervisor for 18 to 24 months

SFC: Platoon/Detachment Sergeant for 18 to 24 months



# MOS 25H

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION/CERTIFICATIONS

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

SSG: ALC Distinguished Honor Grad/Honor Grad; 30+ Credit hours; Cisco Certified Entry Networking Technician (CCENT), CompTIA Network+ certification;

SFC: SLC Distinguished Honor Grad/Honor Grad; Associate Degree; Cisco Certified Entry Networking Technician (CCENT), CompTIA Network+ certification; CompTIA Security+ certification

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

SSG: Commandant List; -30 semester hours of College; Certified Entry Networking Technician (CCENT)

SFC: Commandant List; 30+ semester hours of College; CompTIA Network+ certification



# MOS 25H

## ASSIGNMENTS (Broadening and Critical Developmental)

### **PROPONENT SPECIFIC CHALLENGING/HIGH RISK**

SSG Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader (ALC), White House Communication Agency, Security Forces Assistance Brigade (SFAB), Joint Communication Unit, Joint Communications Support Element. Critical Development assignments are: Network Communication SYS Supervisor, Transmissions SYS Supervisor, Plans/Operations NCO.

SFC Broadening Assignments are: Inspector General, Equal Opportunity Advisor, Special Missions Unit, Joint Communications Support Element, Joint Communications Unit, Career Management NCO (Proponent), Instructor/Writer, SR Drill Sergeant, Recruiter, Small Group Leader, Observer Controller/Trainer. Critical Development assignments are: Network Communication SYS Manager, Network Communication SYS Planner, Switch System Chief.



# MOS 25H

## TRAINING

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

SSG: Ranger, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner  
SFC: Ranger, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, SHARP, Joint C4 Planner Course

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

SSG: Air Assault, Airborne, Master Fitness Trainer  
SFC: Air Assault, Airborne, Master Fitness Trainer, Signal Digital Master Gunner

## OTHER INDICATORS

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

SSG: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury  
  
SFC: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury



U.S. ARMY

# 25S Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	
<b>Key Leadership Position</b> MQ rating and highly numerated ranking		SR SATCOM SYS OPR-MNT CKT Control TM Chief SATCOM SYS Supervisor Circuit Control Supervisor				Platoon Sergeant Detachment Sergeant SATCOM TML Chief Section Chief			See 25Z for MSG, SGM/CSM							
<b>Military/Civilian Education</b>	DLC 1 WLC	DLC 2	ALC	DLC 3	SLC	Industry Certification	Associate Degree	DLC 4	See 25Z for MSG, SGM/CSM							
<b>Key Development</b>	SATCOM SYS Specialist Circuit Control Team Chief SATCOM Training SPEC Sr. SATCOM SYS Specialist SATCOM Maintenance NCO		SATCOM SYS Supervisor SATCOM OPS NCO Sr. Circuit MGMT NCO SATCOM Maint Supervisor MILSTAR Team Chief			SR SATCOM OPS NCO			See 25Z for MSG, SGM/CSM							
<b>Broadening Opportunities</b>	Joint Communication Support Element (JCSE), White House Communications Agency (WHCA)					Drill Sergeant, Recruiter, Instructor, Training Developer, ALC/SLC Small Group Leader, Career Management NCO, Military Equal Opportunity Advisor			See 25Z for MSG, SGM/CSM							
<b>Military Training</b>	Airborne, Air Assault, Ranger, Jump Master, Marksmanship Master Trainer, Master Resilience Trainer, Master Fitness Trainer, SHARP Foundations					Joint C4 Planners Course, Advanced EHF Mission Planners Course, COMSEC Account Manager Course, Battle Staff Course, SEJPME 1/2										See 25Z for MSG, SGM/CSM



# MOS 25S

The Satellite Communication (SATCOM) Systems Operator-Maintainer supervises, installs, operates and maintains tactical through strategic multichannel satellite communications ground terminals, systems, networks and associated equipment.

## LEADERSHIP POSITIONS

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

SSG: SATCOM Supervisor for 24 or more months

SFC: Platoon/Detachment Sergeant, Section Chief for 24 or more months

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

SSG: SATCOM Supervisor for 18 to 24 months

SFC: Platoon/Detachment Sergeant, Section Chief for 18 to 24 months



# MOS 25S

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION/CERTIFICATIONS

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

SSG: ALC Distinguished Honor Grad/Honor Grad; 30+ Credit hours; CompTIA A+ Certification, Certified Satellite Installer (CSI), Electronics Associate AC (EM2),

SFC: SLC Distinguished Honor Grad/Honor Grad; Associate Degree; CompTIA Network+ Certification, Certified Satellite Installer (CSI), Electronics Associate AC (EM2), Electronics Associate Analog (EM3)

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

SSG: Commandant List; 20+ semester hours of College; Certified Satellite Installer (CSI)

SFC: Commandant List; 30+ semester hours of College; CompTIA Network+ certification



# MOS 25S



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

SSG Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader (ALC), White House Communication Agency, Security Forces Assistance Brigade (SFAB), Joint Communications Support Element. Critical Development assignments are: SATCOM System Supervisor, Senior Circuit Control Supervisor, SATCOM Operations NCO, SATCOM Maintenance Supervisor.

SFC Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader (SLC), White House Communication Agency, Security Forces Assistance Brigade (SFAB), Joint Communications Support Element. Critical Development assignment is: Senior SATCOM OPS NCO.



# MOS 25S

## TRAINING

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

SSG: Jump Master, Signal Digital Master Gunner, Management Client Course

SFC: Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, SHARP, Joint C4 Planner Course

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

SSG: Air Assault, Airborne, Management Client Course

SFC: Air Assault, Airborne, Trainer, Management Client Course, Signal Digital Master Gunner

## OTHER INDICATORS

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

SSG: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury








SFC: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury



U.S. ARMY

# 25U Talent Development Model

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

								
<b>Key Leadership Position</b> MQ rating and highly numerated ranking		<b>Team Chief</b>	<b>Section Chief, Radio Retrans Supervisor</b>	<b>Section Chief, Platoon Sergeant, Detachment Sergeant/NCO</b>	<b>See 25Z for MSG, SGM/CSM</b>			
<b>Military/Civilian Education</b>	<b>DLC 1</b> Start College IAT LVL I Certs	<b>DLC 2</b> 30+ Credit Hours IAT LVL II / IAM LVL I Certs	<b>DLC 3</b> Associate Degree IAT LVL II-III / IAM LVL I-II Certs	<b>DLC 4</b>	<b>See 25Z for MSG, SGM/CSM</b>			
<b>Key Development</b>	Forward Signal Support Spc, Signal Opns Spt Sp, Signal Maint Spc, Radio Retrans Opr, Signal Tac Net Sp	Forward Signal Spt NCO, Signal Advisor, GCC/ASCC Commo NCO, Signal Maint NCO, Signal Opns Spt NCO	Signal Opns NCO, Forward Signal Spt NCO, Signal TAC NET NCO, Signal Advisor, GCC/ASCC Commo NCO, SR Signal Maint NCO	SR Signal Opns NCO, SR GCC/ASCC Commo NCO	<b>See 25Z for MSG, SGM/CSM</b>			
<b>Broadening Opportunities</b>	Security Forces Assistance Brigade (SFAB)	Drill Sergeant, Recruiter, NCOA Small Group Leader, Instructor/Writer, Defense Information Systems Agency (DISA), White House Communication Agency, Security Forces Assistance Brigade, Joint Communication Unit (JCU), Joint Communications Support Element, Training with Industry	Senior Instructor/Writer, White House Communication Agency, Defense Information Systems Agency, Training with Industry, NATO, Special Mission Unit, Joint Communication Unit (JCU), Joint Communications Support Element (JCSE)	<b>See 25Z for MSG, SGM/CSM</b>				
<b>Military Training</b>	Air Assault Airborne IAT LVL I Certs	Air Assault, Ranger, Airborne, Jumpster, Marksmanship Master Trainer, Master Resilience Trainer, Signal Digital Master Gunner, Management Client Course, Master Fitness Trainer, SEJPME – I	Air Assault, Ranger, Airborne, Jumpster, Marksmanship Master Trainer, Master Resilience Trainer, Signal Digital Master Gunner, Management Client Course, Master Fitness Trainer, SEJPME – II, Joint C4 Planner Course, Battle Staff NCO	<b>See 25Z for MSG, SGM/CSM</b>				



U.S. ARMY

# MOS 25U

The Signal Support Systems Specialist supervises, installs, deploys, maintains, troubleshoots, trains, and assists the General Purpose User with Programs of Record (POR) and Commercial off the Shelf (COTS) communications equipment, as appropriate, within the Tactical Operations Center (TOC), Command Post (CP), and vehicle platforms.

## **LEADERSHIP POSITIONS**

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

SSG: Section Chief, Radio Retrans Supervisor for 24 or more months

SFC: Platoon/Detachment Sergeant for 24 or more months

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

SSG: Section Chief, Radio Retrans Supervisor for 18 to 24 months

SFC: Platoon/Detachment Sergeant for 18 to 24 months



U.S. ARMY

# MOS 25U

## PHYSICAL FITNESS

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

SSG: 540 on ACFT

SFC: 540 on ACFT

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

SSG: 510 on ACFT

SFC: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION/CERTIFICATIONS

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

SSG: ALC Distinguished Honor Grad/Honor Grad; 30+ Credit hours; CompTIA A+ certification

SFC: SLC Distinguished Honor Grad/Honor Grad; Associate Degree; CompTIA Network+ certification

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

SSG: Commandant List; 20+ semester hours of College

SFC: Commandant List; 30+ semester hours of College; CompTIA A+ certification



# MOS 25U

## ASSIGNMENTS (Broadening and Critical Developmental) **PROONENT SPECIFIC CHALLENGING/HIGH RISK**

SSG Broadening Assignments are: Drill Sergeant, Recruiter, Instructor/Writer, Small Group Leader (ALC), White House Communication Agency, Security Forces Assistance Brigade (SFAB), Joint Communication Unit, Inspector General. Critical Development assignments are: Signal Opns NCO, Forward Signal Spt NCO, Signal TAC NET NCO, Signal Advisor, GCC/ASCC Commo NCO, SR Signal Maint NCO.

SFC Broadening Assignments are: Inspector General, Equal Opportunity Advisor, Special Missions Unit, Joint Communications Support Element, Joint Communications Unit, Career Management NCO (Proponent), Instructor/Writer, SR Drill Sergeant, Recruiter, Small Group Leader, Observer Controller/Trainer. Critical Development assignments are: SR Signal Opns NCO, SR GCC/ASCC Commo NCO.



U.S. ARMY

# MOS 25U

## TRAINING

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

SSG: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, Management Client Course.

SFC: Ranger School, Jump Master, Battle Staff NCO Course, Signal Digital Master Gunner, SHARP, Joint C4 Planner Course.

### **Highly Qualified looks like:**

SSG: Air Assault, Airborne, Master Fitness Trainer.

SFC: Air Assault, Airborne, Master Fitness Trainer, Signal Digital Master Gunner.

## OTHER INDICATORS

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

SSG: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury.

SFC: Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Recruiter Badge (Silver/Gold), Order of the Mercury.



U.S. ARMY

# MOS 25Z (MSG thru CSM)

## 25Z Talent Development Model

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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> MQ rating and highly numerated ranking	See 25B, 25H, 25S, and 25U for SPC-SFC								First Sergeant, Senior Career Manager (OCOS), Operations NCOIC, MLC SGL		Proponent SGM (OCOS), BDE Operations, BN/BDE CSM				
<b>Military/Civilian Education</b>	See 25B, 25H, 25S, and 25U for SPC-SFC								MLC	DLC 5	SGM	DLC 6	Nom	Master's Degree, PMP	
<b>Key Development</b>	See 25B, 25H, 25S, and 25U for SPC-SFC								Senior Career Manager (OCOS), Operations NCOIC, MLC SGL		Proponent SGM (OCOS), BDE Operations NCOIC, Chief Professional Development NCO/Branch SGM (HRC)				
<b>Broadening Opportunities</b>	See 25B, 25H, 25S, and 25U for SPC-SFC								Senior Career Manager (OCOS), MLC SGL, WHCA, Deputy Commandant CNCOA		Proponent SGM, Chief Professional Development NCO/Branch SGM (HRC), Chief Career Management NCO (Proponent), IG NCO, SMU WHCA J6, Chief Instructor (USASMA), USASMA Fellowship Program				
<b>Military Training</b>	See 25B, 25H, 25S, and 25U for SPC-SFC								Jumpmaster, Battle Staff, Master Fitness Trainer, Master Resiliency Training, SHARP		Force Management Course, Capabilities Development Course, Joint C4 Planners Course, Keystone, CSM Legal Orientation Course, General Officer Senior Commander's Course, Nominative Leaders Course, Pre-Command Course, Mission Command Digital Master Gunner (MC-DMG)				





U.S. ARMY

# MOS 25Z

## TRAINING

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

MSG : Ranger, Jump Master, Battle Staff, Signal Digital Master Gunner (S-DMG)

SGM/CSM: Ranger, Jump Master

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

MSG: Air Assault, Airborne, Pathfinder, Master Resiliency Trainer

SGM/CSM: Air Assault, Airborne, Pathfinder

## OTHER INDICATORS

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

MSG: Distinguished Leader Award, Audie Murphy/SGT Morales member

SGM/CSM: Project Management Professional (PMP)



U.S. ARMY

# MOS 25Z

The Senior Signal Sergeant, plans, develops, coordinates, directs, and supervises the installation, operation and management of integrated C2 telecommunications and information management networks; writes Command and Control Communications policy; provides technical advice and assistance to commanders, staff, and subordinate units; and coordinates Signal activities with higher, lower and adjacent headquarters.

## **LEADERSHIP POSITIONS**

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

MSG: First Sergeant for 24 or more months

SGM: G6 SGM 24 months

CSM: CSM for 24 months

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

MSG: First Sergeant for 18 to 24 months

SGM: G6 SGM 12 months

CSM: CSM for 12 months



# MOS 25Z

## PHYSICAL FITNESS

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

MSG: 540 on ACFT

SGM/CSM: 540 on ACFT

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

MSG: 510 on ACFT

SGM/CSM: 510 on ACFT

## MILITARY/CIVILIAN EDUCATION

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

MSG: Distinguished Honor Grad/Honor Grad; Bachelor's Degree

SGM/CSM: Distinguished Honor Grad/Honor Grad; Master's Degree

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

MSG: Commandant List; Associate College

SGM/CSM: Commandant List; Bachelor's Degree



# MOS 25Z

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

MSG Broadening Assignments are: Senior Instructor, Special Mission Unit, White House Communication Agency, Defense Information Systems Agency, NATO, Senior Career Advisor (HRC), NCOA Assistant Commandant, and Equal Opportunity Advisor. Critical Development assignments are: First Sergeant, Operations NCO, Plans NCO.

SGM/CSM: Broadening assignments for SGM/CSM are NCOA Commandant, USASMA Small Group Leader, USASMA Fellowship, and Signal Proponent SGM. Critical Development Assignment is Battalion/Brigade S3 SGM, G3 SGM, Senior Enlisted Advisor.