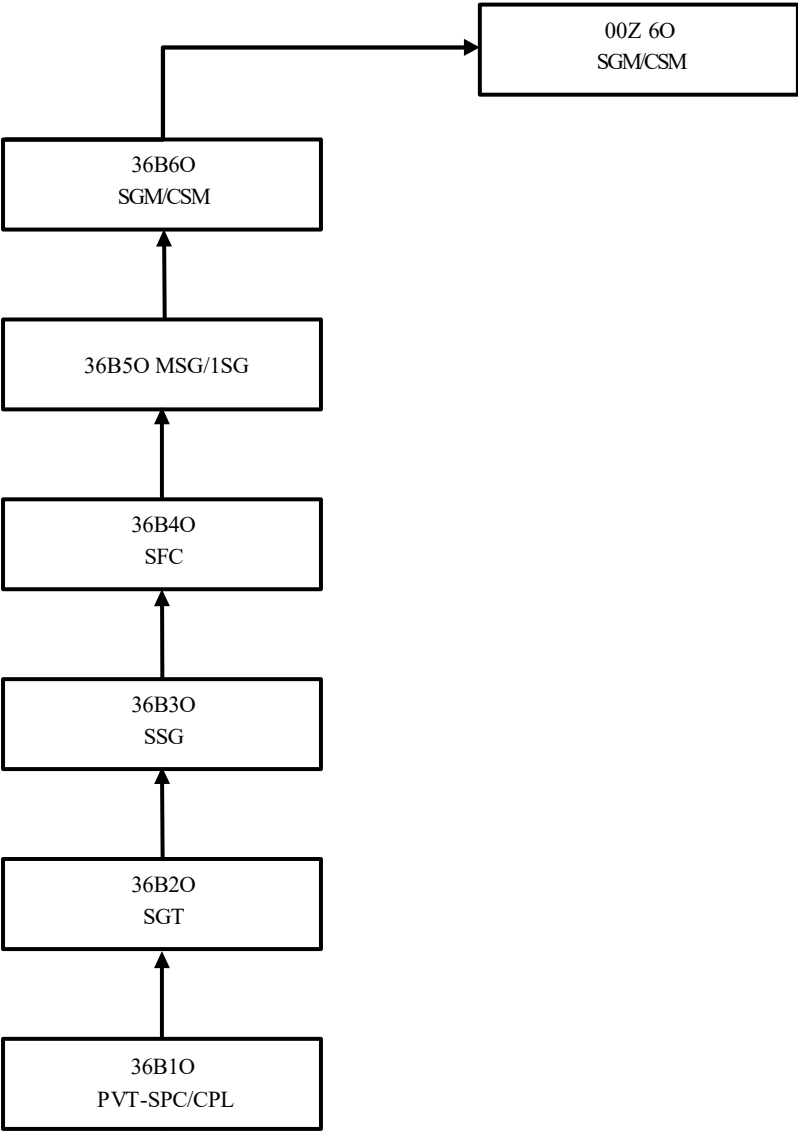





















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CMF 36 Progression Chart



36B Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
															
Key Leadership/Development Positions MQ rating and highly numerated ranking		Team Leader	Squad Leader BDE S8		Platoon SGT DIV G8		First Sergeant		AFMC SGM USASOC G8 FORSCOM G8 ARCENT G8 CORPS G8		Battalion CSM Garrison CSM Regimental CSM		ASA(FM&C) SGM USAFMCOM CSM Army Futures Command G8 USARPAC G8 USAREUR AF G8		
Military/Civilian Education		 BLC		 ALC		 SLC		 MLC		 SMC		 NLC			
	Associate's Degree		Bachelor's Degree				Master's Degree								
Critical Development			SR FM Analyst SR Budget Analyst SR Disbursing Analyst SR IC Analyst SR CVS Analyst SR FST Analyst SR FI SPT Analyst SR FI Ops Analyst SR FI Analyst		FM Manager Budget Manager Disbursing Manager IC Manager Banking Manager Audit Manager Plans & Ops Manager FI Ops Manager FI SPT OPs Manager		FM Advisor Plans & Ops Advisor IC Advisor Budget Advisor Deputy Disbursing Officer		Senior FM Advisor Plans & Ops SGM SETAF - AF G8 USAFMCOM G3						
Broadening Opportunities		<ul style="list-style-type: none"> Instructor (AIT) NCOA Small Group Leader (ALC) Drill Sergeant Training Developer Recruiter Training w/Industry (TWI) White House Communications Agency Security Force Assistance Brigade (SFAB) Special Mission Unit 3d U.S. Infantry Regiment (The Old Guard) 			<ul style="list-style-type: none"> Talent Management NCO SR Instructor (AIT) Training Developer Career Mgmt NCO (Proponency) Training w/Industry (TWI) IG NCO Drill Sergeant Recruiter EOA SARC/SHARP/VA Special Mission Unit Defense Comptrollership Program NCOA Small Group Leader (SLC) White House Communications Agency IPPS-A Finance NCO 			<ul style="list-style-type: none"> Course Director (AIT) Special Mission Unit EOA IG NCO SARC/SHARP NCOA DEP CMDT NCOA 1SG Defense Comptrollership Program White House Communications Agency 			<ul style="list-style-type: none"> Chief, Career Management (Proponency) Instructor (SGM -A) Fellowship (SGM -A, SMA, Congressional) Defense Comptrollership Program BN CSM (HHBN, FIBN, STB, SRU) BDE CSM (Garrison, WTU) FC Regimental/School CSM NCOA CMDT Special Mission Unit EO SGM IG SGM 				
Military Training		<ul style="list-style-type: none"> Master Fitness Trainer Airborne Air Assault Ranger MRT -C EOLC Battle Staff UPL SHARP Foundation Course SARC/VA Career Course Common Faculty Development Training Developer SFAB Advisor Course Expert Soldier Badge 			<ul style="list-style-type: none"> Master Fitness Trainer Airborne Air Assault Ranger MRT -C Battle Staff EOLC IG Course SHARP Foundation Course SARC/VA Career Course Common Faculty Development Training Developer Expert Soldier Badge 			<ul style="list-style-type: none"> Battle Staff Master Fitness Trainer MRT -C Airborne Air Assault Ranger SHARP Foundation Course SARC/VA Career Course Common Faculty Development Instructor EOA Expert Soldier Badge 			<ul style="list-style-type: none"> SARC/VA Career Course EOA Expert Soldier Badge Force Management/How the Army Runs 				



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Financial management (FM) supports mission accomplishment by providing two core competencies: Resource Management (RM) and Finance Operations (FO). The Financial Management (FM) Technician performs or supervises duties specific to the following FM processes: budgeting, disbursing, accounting of government funds, pay support and commercial vendor services, conduct financial data analysis, protect funds from fraud, waste, and abuse through internal control operations, analyze commander's tasks and priorities to ensure proper financial resources are available to accomplish the mission.

KEY LEADERSHIP/DEVELOPMENT POSITIONS

Most Qualified looks like:

SSG: 18-24 months of successful duty as a Senior Analyst with Squad Leader/Section Leader responsibilities and 12 months in a broadening assignment with MQ rating and highly numerated ranking

SFC: 18-24 months of successful duty as a Platoon Sergeant; 18-24 months in a critical development position and 12 months in a broadening assignment with MQ rating and highly numerated ranking

MSG/1SG: 18-24 months of successful duty as a First Sergeant; 18-24 months in a critical development position and 12 months in a broadening assignment with MQ rating and highly numerated ranking

CSM/SGM: 12-24 months as a G8 or AFMC SGM with MQ rating and highly numerated ranking; 24-36 months as a BN/BDE CSM with MQ rating and highly numerated ranking

Highly Qualified looks like:

SSG: 12-18 months as a Senior Analyst with Squad Leader/Section Leader responsibilities with HQ rating and mid-level numerated ranking

SFC: 12-18 months as a Platoon Sergeant; 12-18 months in a critical development position with HQ rating and mid-level numerated ranking

MSG/1SG: 12-18 months as a First Sergeant; 12-18 months in a critical development position with HQ rating and mid-level numerated ranking

CSM/SGM: SGM/CSM with HQ rating and mid-level numerated ranking



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PHYSICAL FITNESS

Most Qualified looks like:

- SSG:** ACFT score of 540 or above with a minimum of 80 points in each event
- SFC:** ACFT score of 540 or above with a minimum of 80 points in each event
- MSG/1SG:** ACFT score of 540 or above with a minimum of 80 points in each event
- CSM/SGM:** ACFT score of 540 or above with a minimum of 80 points in each event

Highly Qualified looks like:

- SSG:** ACFT Score of 480 or above with 80 points in each event
- SFC:** ACFT Score of 480 or above with 80 points in each event
- MSG/1SG:** ACFT Score of 480 or above with 80 points in each event
- CSM/SGM:** ACFT Score of 480 or above with 80 points in each event

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

- SSG:** ALC-Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Associate's Degree
- SFC:** SLC-Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Bachelor's Degree
- MSG/1SG:** MLC-Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Pursuing Master's Degree
- CSM/SGM:** SMC-Distinguished Honor/Honor Graduate, Distinguished Leadership Award or Commandant's List; Master's Degree or higher education

Highly Qualified looks like:

- SSG:** ALC-Superior Academic Achievement; Pursuing Associate's Degree
- SFC:** SLC-Superior Academic Achievement; Associate's Degree
- MSG/1SG:** MLC-Superior Academic Achievement; Pursuing Bachelor's Degree
- CSM/SGM:** SMC-Superior Academic Achievement; Pursuing Master's Degree



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

SSG: Instructor (AIT); NCOA Small Group Leader (ALC); Special Mission Unit (SMU); White House Communications Agency (WHCA); Security Force Assistance Brigade (SFAB); Drill Sergeant; Recruiter; 3d U.S. Infantry Regiment (The Old Guard); Training with Industry (TWI); Squad/Section Leader; S8/G8

SFC: Talent Management NCO; SR Instructor (AIT); Special Mission Unit (SMU); Drill Sergeant; Recruiter; Career Management NCO (Proponency); IPPS-A Finance NCO; Training with Industry (TWI); Defense Comptrollership Program (DCP); NCOA Small Group Leader (SLC); Inspector General (IG); BDE SARC/VA; White House Communications Agency (WHCA); Platoon Sergeant; S8/G8

MSG/1SG: Course Director (AIT); Special Mission Unit (SMU); Defense Comptrollership Program (DCP); BDE Equal Opportunity Advisor (EOA); NCOA Deputy Commandant; NCOA 1SG; IG NCO; White House Communications Agency (WHCA); First Sergeant; Division/Corps G8

CSM/SGM: Chief, Career Management (Proponency); Instructor (SGM-A); Special Mission Unit; Fellowships (SGM-A, SMA and Congressional); NCOA CMDT; EO SGM; IG SGM; BN/BDE CSM; Defense Comptrollership Program (DCP); AFMC SGM; G8 (Command/Component)



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TRAINING

Most Qualified looks like:

SSG: Airborne; Air Assault; Equal Opportunity Leader; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course; Battle Staff; Ranger; Army Comptroller Course (ACC); SFAB Advisor Course; Business Analytic Course (BAC)

SFC: Inspector General Course; Common Faculty Development-Instructor Course; Battle Staff; Army Comptroller Course; Executive Comptroller Course (ECC); Common Faculty Development-Developer Course; Intermediate Data Analytics Course (IDAC); Defense Financial Managers Course (DFMC); Ranger; Airborne; Air Assault

MSG/1SG: Common Faculty Development-Instructor Course; Advance Business Analytics Course (ABAC); Company Commander and First Sergeant Pre Command Course (CCFSC); Army Comptroller Course (ACC); Executive Comptroller Course (ECC); Defense Financial Managers Course (DFMC); Ranger; Defense Decision Support Course (DDSC); Senior Resource Manager Course (SRMC); Battle Staff; Airborne; Air Assault

CSM/SGM: Battalion/Brigade Pre-Command Course (BBPCC); Executive Comptroller Course (ECC); Advanced Business Analytics Course (ABAC); Senior Resource Managers Course (SRMC); Defense Financial Managers Course (DFMC); Ranger; Airborne; Air Assault

Highly Qualified looks like:

SSG: Master Fitness Trainer (Phase 1); VA/SHARP Specialist; Equal Opportunity Leader (EOL) Course; Unit Prevention Leader (UPL) Course; MRTC; Master Driver; SHARP Foundation Course

SFC: Master Fitness Trainer (Phase 2); SARC/VA Career Course; MRTC; SHARP Foundation Course

MSG: Master Fitness Trainer (Phase 2); SARC/VA Career Course; EOA; MRTC

CSM/SGM: N/A



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OTHER INDICATIONS

Most Qualified looks like:

SSG: SGT Audie Murphy/SGT Morales; FC NCO of the Year/NCO of the Year (BDE level or higher); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM); Expert Soldiers Badge (ESB); Senior Army Instructor Badge; Army Master Recruiter Badge; MG Nathan Towson Medallion

SFC: SGT Audie Murphy/SGT Morales; FC NCO of the Year/NCO of the Year (BDE level or higher); Certified Defense Financial Manager with Acquisition specialty (CDFM-A); Certified Government Financial Manager (CGFM); Expert Soldiers Badge (ESB); Senior Army Instructor Badge; Army Master Recruiter Badge; MG Nathan Towson Medallion

MSG/1SG: Certified Government Financial Manager (CGFM); Certified Defense Financial Manager with Acquisition specialty (CDFM-A); Expert Soldiers Badge (ESB); Master Instructor Badge; MG Nathan Towson Medallion

CSM/SGM: Certified Defense Financial Manager with Acquisition specialty (CDFM-A); Certified Government Financial Manager (CGFM); Master Instructor Badge; MG Nathan Towson Medallion; Distinguished Member of the Regiment; BG Robert C. Goetz Medallion