

Chemical, Biological, Radiological, and Nuclear (CBRN) (Career Management Field 74) Career Progression Plan

Chapter 1 Duties

The Chemical Corps' mission is to conduct operations to protect the force and the nation from weapons of mass destruction (WMD)/CBRN threats and hazards. The Chemical Corps exists to enable movement and maneuver to conduct large-scale combat operations (LSCO) in a CBRN environment. Friendly forces must retain freedom of action and be capable of employing the full breadth of capabilities within complex battlefield conditions, including CBRN environments. CBRN specialists plan, conduct, and evaluate individual and collective CBRN training and provide technical advice on the entire range of CBRN threats and hazards to commanders at all levels. CBRN specialists also plan, prepare, and execute CBRN operations in support of LSCO in multi-domain environments. CBRN specialists employ defense systems including CBRN reconnaissance and surveillance systems (R&S), CBRN decontamination systems, and other CBRN hazard detection, identification, and warning systems. In addition, CBRN specialists support threat reduction cooperation and security cooperation (SC), WMD interdiction operations, CBRN active defense, conduct select WMD elimination operations, CBRN passive defense, CBRN consequence management, and all hazards response. The Chemical Corps provides the Army with a highly trained corps of CBRN experts who can assess and mitigate threats and hazards, while protecting friendly forces from exposure.

Chapter 2 Transformation

The U.S. modular force incorporates organizational CBRN capabilities into company, battalion, brigade, division, corps, and Army level echelons. The U.S. Army Chemical Corps' operational concept is to conduct CBRN operations in support of LSCO to include combating WMD and the protection warfighting function by employing platoon-size CBRN forces and specialized technical elements or teams, task-organized to an appropriate CBRN or other mission command headquarters. CBRN specialists are unique because they are experts in countering the full range of CBRN threats and hazards through WMD proliferation prevention, WMD counterforce, CBRN defense, and CBRN consequence management activities, to support the tactical, operational, and strategic objectives of the Army, joint forces, and the nation. Considering recent events and despite international arms control efforts, many governmental and terrorist organizations view CBRN weapons as key instruments of power. Therefore, WMD and homeland security are national concerns, and the CBRN specialist has stepped up to the high-profile role of CBRN force protection that extends beyond the tactical battlefield including CBRN defense of key U.S. facilities at home and abroad. Furthermore, CBRN specialists must be prepared to support contingencies from peacetime military engagements to LSCO. The complex nature of CBRN operations requires multi-skilled, technical CBRN Soldiers and leaders who can execute an array of interrelated CBRN and warrior tasks. As the Army's organizational structure and mission sets evolve, so must the CBRN specialist. CBRN specialists must be physically, mentally, and morally prepared for the stresses generated by sustained, dynamic, and high tempo operations that will characterize unit training and operational deployments in the 21st century.

Chapter 3

Recommended Career Management Self-Development, by Rank

The CMF 74 proponent recommends the following for self-development:

1. General.

a. Self-development is a mandatory, individually planned, progressive and sequential program supported by NCO leadership. It is comprised of individual study, education, credentialing/licensing, research, and professional readings. The chain of command and the NCO support channel cultivate Soldier self-development while also teaching them about the available resources.

b. College education is a critical piece of the self-development program. CBRN Soldiers should plan their college program using information provided on the Army Credentialing and Continuing Education Service for Soldiers (ACCESS) website <https://armyuniversity.edu/ACCESS/home.aspx>. Soldiers may also enroll in ArmyIgnitED at <https://www.armyignited.army.mil/student/public/welcome> which is an Army program that gives Soldiers the opportunity to pursue a degree program completely online.

c. Colleges and universities accept many forms of professional military education, non-academic experience, and training based on guidance from the American Council on Education (ACE). These credit recommendations appear on the service member's Joint Services Transcript (JST) at <https://jst.doded.mil/jst/>. College Level Examination Program (CLEP) and Defense Activity Non-Traditional Education Support (DANTES) may provide additional opportunities for college credit for previously acquired knowledge or training. It is important to understand that the credit recommendations provided by ACE are only recommendations and the university may award credit as the institution sees fit.

d. Soldiers may also gain skills, while also earning promotion points, by obtaining technical certifications. A list of certifications can be found on the Army Credentialing Opportunities On-Line (COOL) website at <https://www.cool.osd.mil/army/index.htm>.

e. The Joint Knowledge Online (JKO) <https://jkodirect.jten.mil/> and Army Training Information System (ATIS) <https://learn.atis.army.mil/> also provide excellent avenues for advancements in continued education, leadership, and technical proficiency. These self-development options are based on the Soldier's own desire to excel and completed at the Soldier's own pace.

f. Soldiers with General Technical (GT) scores below 110 and Skilled Technical (ST) scores below 105 should seek to improve their scores through the Basic Skills Education Program (BSEP), that is part of the Functional Academic Skills Training (FAST) Program. Soldiers with GT/ST scores below 110/105 cannot attend certain functional training, serve in certain assignments, nor apply for officer-producing programs such as 740A CBRN Technician Warrant Officer Program.

g. An essential element of self-development is an understanding of the profession of arms. Soldiers should seek reading lists from their leadership to enhance personal development. Leaders and Soldiers can obtain CBRN-specific professional readings at <https://home.army.mil/wood/units-tenants/USACBRNS/DOTMLPF/L/CMDTProgram>. Additional resources available to all Soldiers and NCOs regarding the Army Profession, leader development, professional development, and growth are the Center for Army Leadership (CAL) at <https://cal.army.mil/about.php> and the Center for Army Lessons Learned (CALL) at <https://www.army.mil/CALL>.

h. Soldiers and NCOs can access military publications through the Army Publishing Directorate (APD) at <https://www.apd.army.mil/>. Individual study of doctrine, regulations, and policy is a key component of any self-development program. Since many CMF 74 Soldiers and NCOs serve in non-CBRN organizations, self-study becomes critical to better understand a unit's function and how CBRN personnel support those functions.

i. For information on these and other education programs, visit the Army Education Center on your installation.

2. *Private – Specialist/Corporal (74D10).*

a. The quality and success of a Soldier's career is in direct proportion to the Soldier's consistent commitment to excellence, regardless of the mission or type of organization. Soldiers should focus on their self-development in preparation for positions of greater responsibility. Soldiers committed to achieving ambitious, but attainable goals will develop leadership, technical, and tactical skills; and have the practical knowledge and ambition to capitalize on those learned skills. Soldiers should strive to continuously improve their basic Soldier skills and critical MOS-related tasks. Soldiers must demonstrate proficiency in skill level one Army Warrior Tasks (AWT) and CMF-specific tasks found on the Individual Critical Task List (ICTL) aligned with the unit mission essential tasks list (METL) as a requirement during the sergeant promotion board. Soldiers and leaders can find required tasks in the Small Unit Leader Tool and Digital Job Book found on the Army Training Network at <https://atn.army.mil/>.

b. Soldiers should study and begin to master the following military publications:

- (1) STP 21-1-SMCT (Soldier's Manual of Common Tasks, SL1)
- (2) TC 3-21.5 (Drill and Ceremonies)
- (3) TC 3-25.26 (Map Reading and Land Navigation)
- (4) TC 4-02.1 (First Aid)
- (5) TC 7-21.13 (Soldier's Guide)
- (6) AR 670-1 (Wear and Appearance of Army Uniforms and Insignia)
- (7) DA PAM 670-1 (Guide to the Wear and Appearance of Army Uniforms and Insignia)
- (8) GTA 03-06-008 (CBRN Warning and Reporting System)
- (9) GTA 03-08-002 (Contaminated Casualty Care)
- (10) GTA 03-10-001 (CBRN Individual Protective Equipment (IPE))
- (11) GTA 03-10-002 (Small-unit CBRN Detection Equipment)
- (12) ATP 3-11.32 (Multiservice TTPs for CBRN Passive Defense)
- (13) ATP 3-11.37 (Multiservice TTPs for CBRN Reconnaissance and Surveillance)
- (14) ATP 3-11.46 (WMD Civil Support Team Operations)
- (15) ATP 3-11.74 (CBRN Platoons)
- (16) FM 3-11 (CBRN Operations)
- (17) FM 7-22 (Holistic Health and Fitness)
- (18) TM 3-11.32 (Multiservice Reference for CBRN Warning and Reporting and Hazard Prediction Procedures)
- (19) TM 3-11.91 (CBRN Threats and Hazards)
- (20) all -10 level maintenance manuals associated with their equipment, unit standard operating procedures (SOPs), and battle drills associated with their current duty position and unit of assignment

The CBRN Specialist should also become familiar with the Joint Acquisition CBRN Knowledge System (JACKS) located at <https://jacks.jpeocrnd.army.mil/>.

c. Civilian education is critical to a Soldier's career; however, the emphasis varies at each level as they progress. At this level, the focus should be learning core competencies

and beginning the pursuit of an associate degree. Completing civilian education courses such as English composition and public speaking early, will help prepare Soldiers for future requirements within the Noncommissioned Officer Professional Development System (NCOPDS).

d. Competitions and boards such as the Best CBRN Warrior Competition, Soldier of the Month/Quarter/Year, and training for and earning the Expert Soldier Badge, broaden the knowledge base, instill discipline, demonstrate proficiency, and improve verbal communication skills. These competitions and boards should be constant developmental opportunities sought by Soldiers and continue in the NCO ranks through master sergeant. Most importantly, the intent is not to simply earn a badge, but to use these experiences and training to improve leadership skills and knowledge.

e. Soldiers should enroll in and actively use the Army Career Tracker (ACT) individual development plan (IDP) as a tool to monitor and guide career progression. The ACT, in conjunction with DA PAM 600-25, provides CBRN Soldiers and leaders the necessary information and guidance needed to maximize career progression opportunities throughout all stages of their career. The ACT resides at <https://actnow.army.mil/>.

3. *Sergeant (74D2O)*.

a. The sergeant is a critical leader in CBRN organizations and the advisor to the commander in conventional/special operations formations. Sergeants must demonstrate a high degree of proficiency in MOS skills and competent performance of leadership functions commensurate with their position to effectively train and lead Soldiers or effectively advise commanders. The sergeant's career progression relies upon a strong drive to excel in duty performance in addition to acquiring additional knowledge, skills, and behaviors related to leadership and MOS competency. Sergeants must demonstrate proficiency in skill level two Army Warrior Tasks (AWT) and CMF-specific tasks found on the Individual Critical Task List (ICTL) aligned with the unit mission essential tasks list (METL) as a requirement during the staff sergeant promotion board. Leaders can find required tasks in the Small Unit Leader Tool and Digital Job Book found on the Army Training Network at <https://atn.army.mil/>.

b. In addition to military publications listed previously, sergeants should study and become familiar with military publications related to equipment, duty skills associated with their current MOS and assignment, leadership, and regulations/policy such as:

- (1) TC 7-22.7 (Noncommissioned Officer Guide)
- (2) STP 21-24-SMCT (Soldier's Manual of Common Task, SL 2-4)
- (3) AR 25-50 (Preparing and Managing Correspondence)
- (4) AR 600-9 (The Army Body Composition Program)
- (5) AR 600-20 (Army Command Policy)
- (6) AR 614-200 (Enlisted Assignment and Utilization Management)
- (7) AR 623-3 (Evaluation Reporting System)
- (8) DA PAM 623-3 (Evaluation Reporting System)
- (9) ADP 1 (The Army)
- (10) ADP 6-22 (Army Leadership and the Profession)
- (11) ADP 7-0 (Training)
- (12) ATP 6-22.1 (The Counseling Process)
- (13) FM 6-22 (Developing Leaders)

(14) all -10 level maintenance manuals associated with their equipment, unit standard operating procedures (SOPs), and battle drills associated with their current duty position and unit of assignment

c. Pursuing a college education at this level is not a mandatory requirement; however, sergeants should seek opportunities to begin pursuit of or continue pursuit of an associate degree.

d. Competitions and boards such as the Best CBRN Warrior Competition, NCO of the Month/Quarter/Year, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and training for and earning the Expert Soldier Badge, significantly broaden NCOs' knowledge base, instill discipline, demonstrate proficiency, and improve verbal communication. Most importantly, the intent is not to simply earn a badge, but to use these experiences and training to improve leadership skills and knowledge.

e. Sergeants should enroll in and actively use the ACT IDP as a tool to monitor and guide career progression both for themselves and those under their charge. In addition, sergeants should ensure that their subordinates enroll in and understand the functions of the ACT. The ACT, in conjunction with DA PAM 600-25, provides CBRN Soldiers and leaders the information and guidance necessary to maximize career progression opportunities throughout all stages of their career. Sergeants should use these tools when professionally counseling their Soldiers.

4. Staff Sergeant (74D30).

a. Staff sergeants serve as squad and team leaders, assistant team leaders (SOF CBRN CO (A)/CRT), and as CBRN NCOs on battalion and higher staffs. Staff sergeants must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties as CBRN Soldiers. This is typically the first level of leadership at which the NCO leads other leaders. Staff sergeants should continue to hone leadership skills and maintain a high proficiency level in their CBRN skills. Staff sergeants must develop a solid understanding of Army operations and battle staff functions.

b. In addition to military publications listed previously, staff sergeants should study and become familiar with military publications related to equipment, duty skills associated with their current MOS and assignment, leadership, and regulations/policy such as:

(1) AR 350-1 (Army Training and Leader Development)

(2) ADP 3-0 (Operations)

(3) ADP 3-37 (Protection)

(4) ADP 5-0 (The Operations Process)

(5) ATP 3-11.36 (Multiservice TTPs for CBRN Planning)

(6) all -10 level maintenance manuals associated with their equipment, unit standard operating procedures (SOPs), and battle drills associated with their current duty position and unit of assignment

c. Staff sergeants should begin to develop their familiarization with the Unit Combined Arms Training Strategies (CATS). CATS provide standard unit training strategies to support Department of the Army (DA) units, and to assist unit commanders in developing unit training plans that integrate CBRN skills and situations into Core Mission Essential Task List (CMETL) training events.

d. At this stage in their career, while still not a requirement, staff sergeants should focus on completing an associate degree, and begin or continue working on a bachelor's degree. College education is a critical piece of the self-development program and demonstrates the NCO's commitment to lifelong learning.

e. Staff sergeants should also consider completing the Enlisted Joint Professional Military Education (EJPME) I Course. The purpose of this course is to help educate and prepare enlisted leaders assigned to Joint organizations or those going to Joint assignments. Upon completion of the course, students will be better prepared to: operate or work in a joint environment or organization; lead members of multiple Services; and contribute to joint mission success. NCOs can find the EJPME I Course on JKO.

f. Competitions and boards such as the Best CBRN Warrior Competition, NCO of the Month/Quarter/Year, Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year, induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, and training for and earning the Expert Soldier Badge, significantly broaden NCOs' knowledge base, instill discipline, demonstrate proficiency, and improve verbal communication. Most importantly, the intent is not to simply earn a badge, but to use these experiences and training to improve leadership skills and knowledge.

g. Staff sergeants should enroll in, and actively use the ACT as a tool to monitor and guide career progression for themselves and their subordinates. In addition, staff sergeants should ensure that their subordinates enroll in and understand the functions of the ACT, including the IDP. The ACT, in conjunction with DA PAM 600-25, provides CBRN Soldiers and leaders the information and guidance necessary to maximize career progression opportunities throughout all stages of their career. Staff sergeants should use these tools when professionally counseling their subordinate leaders and Soldiers under their charge.

h. The Assignment Satisfaction Key-Enlisted Module (ASK-EM) is the established system for enlisted talent management and assignment distribution. Modeled after the Army's Assignment Interactive Module (AIM) for officers, ASK-EM supports enhanced interaction between NCOs and the talent managers at the United States Army Human Resources Command (HRC) allowing NCOs more input into their preferred assignment based on their knowledge, skills, behaviors, and preferences. Through ASK-EM, eligible NCOs can see all available requirements that match their MOS and grade and can preference them in an automated marketplace-type interface. NCOs should seek guidance from their leaders prior to preferencing future assignments and should refrain from selecting consecutive broadening or generating assignments. Furthermore, NCOs should contact their branch talent management NCO at HRC if the NCO is unsure whether they qualify for certain assignments. Doing so will prevent NCOs from highly ranking assignments they are unqualified to fill.

5. Sergeant First Class (74D40).

a. Sergeant first class is typically the first rank where the NCO develops organizations (platoons/sections/teams). Sergeants first class also serve as CBRN staff NCOs on staffs at brigade and higher echelons. At this phase in their career, a sergeant first class has less focus on individual accomplishments and greater emphasis on building a team and providing value to the organization. Sergeants first class should hone their leadership skills, focusing on the development of organizational leadership abilities such as coordination with adjacent organizations and with echelons above the platoon, while maintaining a high proficiency level in their CBRN skills. As NCOs become more senior in rank, the self-development domain becomes more important. Activities such as professional reading or college courses help the senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers.

b. In addition to military publications listed previously, sergeants first class should study and become familiar with military publications related to equipment, duty skills associated with their current MOS and assignment, leadership, Army and battle staff operations, and regulations/policy such as:

- (1) AR 220–1 (Army Unit Status Reporting and Forces Registration)
- (2) AR 750–1 (Army Material Maintenance Policy)
- (3) AR 600-8-2 (Suspense of Favorable Actions (FLAG))
- (4) AR 600-8-19 (Enlisted Promotions and Demotions)
- (5) AR 600-8-22 (Military Awards)
- (6) DA Pam 611–21 (Military Occupational Classification and Structure)
- (7) ADP 6-0 (Mission Command: Command and Control of Army Forces)
- (8) ATP 3-90.40 (Multiservice TTPs for Countering WMDs)
- (9) FM 3-0 (Operations)
- (10) FM 6-0 (Commander and Staff Organization and Operations)
- (11) all -10 level maintenance manuals associated with their equipment, unit standard operating procedures (SOPs), and battle drills associated with their current duty position and unit of assignment

c. Sergeants first class should continue pursuing civilian education by continuing to work toward, or complete, a bachelor degree. A college degree is not a requirement for promotion; however, it can be a factor when it comes to the evaluation board determining an NCO's order of merit list standing. Pursuing or completing a degree demonstrates the ability to plan and execute self-development while maintaining duty proficiency; an indicator of the potential to lead at higher levels. College education is a critical piece of the self-development program and demonstrates the NCO's commitment to lifelong learning.

d. Sergeants first class should consider completing the Enlisted Joint Professional Military Education (EJPME) II Course. This course builds upon the material presented in the EJPME I course. The purpose of this course is to educate and prepare enlisted leaders assigned to Joint organizations to successfully support activities; lead members of multiple Services; and better understand operating in a joint environment. NCOs can find the EJPME II Course on JKO.

e. Competitions and boards such as induction into the Sergeant Audie Murphy/Sergeant Morales Clubs, Best CBRN Warrior Competition, Drill Sergeant/Recruiter/Instructor of the Month/Quarter/Year, and training for and earning the Expert Soldier Badge, significantly broaden NCOs' knowledge base, instill discipline, demonstrate proficiency, and improve verbal communication. Sergeants first class's participation in competitions and boards send a strong message to their subordinates and supervisors as to the importance of this aspect of self-development. Furthermore, continued participation in boards and competitions demonstrate drive and pursuit of excellence which the evaluation board views favorably. Most importantly, the intent is not to simply earn a badge, but to use these experiences and training to improve leadership skills and knowledge.

f. Sergeants first class should actively use the ACT IDP as a tool to monitor and guide career progression for themselves and their subordinates. In addition, Sergeants first class should ensure that their subordinates enroll in and understand the functions of the ACT, including the IDP. The ACT, in conjunction with DA PAM 600-25, provides CBRN Soldiers and leaders the information and guidance necessary to maximize career progression opportunities throughout all stages of their career. Sergeants first class should use these tools when professionally counseling their Soldiers and subordinate leaders, while educating raters and senior raters within their organization to do the same.

6. Master Sergeant and First Sergeant (74D5O).

a. Master sergeants/first sergeants must remain committed to maintaining excellence in their own careers, while simultaneously posturing their organizations to do the same. This level of leadership requires that the NCO be well-grounded in doctrine, develops their organizations (company/staff section), and create and leverage systems to maintain proficiency across a much wider spectrum of areas. Master sergeants/first sergeants should demonstrate leadership skills such as the ability to develop organizational leadership, effectively communicate, and coordinate inside of and outside of the organization, all while maintaining a high level of proficiency in their own CBRN skills. Activities such as professional development at the brigade/division level, professional reading, functional courses, joint publications familiarization, and civilian education help the senior NCO develop organizational leadership skills needed to coach, teach, and mentor leaders and Soldiers at the company level and above. Limited authorizations and fiercely competitive promotion criteria may dictate the need for distinguishing criteria for selection to sergeant major. Therefore, it is in the best interest of the master sergeant/first sergeant to continue to develop and broaden themselves, as well as their organizations, to remain highly competitive for selection to attend the Sergeant Major Academy (SGM-A), while gaining diverse knowledge, skills, and attributes required for success at the sergeant major level.

b. In addition to military publications listed previously, master sergeants/first sergeants should study and be familiar with publications not only related to equipment and duty skills associated with their current MOS and assignment, but others that help the master sergeant/first sergeant understand administrative processes, professional development, and the Army as an organization such as:

- (1) AR 220-45 (Duty Rosters)
- (2) AR 601-280 (Army Retention Program)
- (3) AR 840-10 (Flags, Guidons, Streamers, Tabards, and Automobiles and Aircraft Plates)

In addition to the above-mentioned publications, the master sergeant/first sergeant should also demonstrate expertise in Unit Training Management (UTM) and related systems such as Army Training Network (ATN), Digital Training Management System (DTMS), and the CATS Development Tool. Master sergeants/first sergeants should also continue to explore other distributed learning programs, such as the Enlisted Joint Professional Military Education (EJPME) I and II courses, and functional training to broaden their knowledge base. Lastly, at this level, an NCO needs to begin to develop a foundational understanding of the “How the Army Runs: Senior Leader Reference” (HTAR).

c. Master sergeants/first sergeants should continue pursuing civilian education by continuing higher education goals, such as continuing to work toward the completion of a bachelor or higher degree. The proponent strongly encourages continuing civilian education, since a college degree can be an important factor when the evaluation board determines an NCO’s order of merit list standing, although it is not a requirement for promotion. College education is a critical piece of the self-development program and demonstrates the NCO’s commitment to lifelong learning.

d. In addition to previously mentioned civilian educational opportunities, those master sergeants/first sergeant selected for the resident Sergeants Major Course should capitalize on the ability to obtain a Bachelor of Arts in Leadership and Workforce Development (BA-LWD) through the United States Army Command and General Staff

College. The BA-LWD Degree is a 120-credit hour undergraduate degree program offered in the resident Sergeants Major Course (SMC). The BA-LWD Degree focuses on Leadership and Workforce Development core competencies and essential skills related to all NCO duties and responsibilities that translate directly to stackable education and enhances NCO leader development. Students receive credit for previous education and the SMC curriculum. More information on this program can be found at <https://www.ncolcoe.army.mil/Organizations/Sergeants-Major-Academy/Bachelor-of-Arts-in-Leadership-and-Workforce-Development/>.

e. Boards such as the Sergeant Audie Murphy/Sergeant Morales Clubs, competitions like the Best CBRN Warrior Competition, and training for and earning the Expert Soldier Badge, significantly broaden NCOs' knowledge base, instill discipline, demonstrate proficiency, and improve verbal communication. Master sergeants/first sergeants' participation in competitions and boards send a strong message to their subordinates and supervisors as to the importance of this aspect of self-development. Furthermore, continued participation in boards and competitions demonstrate drive and pursuit of excellence which the evaluation board views favorably. Most importantly, the intent is not to simply earn a badge, but to use these experiences and training to improve leadership skills and knowledge.

f. Master sergeants/first sergeants should actively use the ACT as a tool to monitor and guide career progression for both themselves, and their subordinates. In addition, Master sergeants/first sergeants should ensure that their subordinates enroll in and understand the functions of the ACT, including the IDP. The ACT, in conjunction with DA PAM 600-25, provides CBRN Soldiers and leaders the information and guidance necessary to maximize career progression opportunities throughout all stages of their career. Master sergeants/first sergeants should use these tools when professionally counseling their Soldiers and subordinate leaders, while educating raters and senior raters within their organization to do the same.

g. Master sergeants/first sergeants should prepare for the Sergeants Major Course (SMC). Completion of the SMC is a requirement for promotion to sergeant major.

7. Sergeant Major and Command Sergeant Major (74D6O).

a. The sergeant major is the key enlisted staff member at echelon. The sergeant major's experience and abilities are often equal to that of the unit command sergeant major, but their direct leadership influence scope is the staff. The sergeant major is key in training and the operations planning process. The command sergeant major is the senior NCO of the command at echelon and is the principal advisor to the commander. The command sergeant major carries out and enforces policies and standards on performance, training, appearance, and conduct of the organization. The command sergeant major executes enlisted talent management, ensures all aspects of the NCO common core competencies (C3) are present in the operational domain, and directly influences the culture and climate of the organization.

b. In addition to the publications previously listed throughout this document, sergeants major/command sergeants major should read publications on their command team's professional reading list, individual readings about world politics, geo-political issues, military publications relating to Army and joint operations, and current battle doctrine which enhance the leader's knowledge base. They should also develop an understanding of internal Army functions, how the Army operates at the strategic level, and within the Joint, Interagency, Intergovernmental, and Multinational environment. The sergeant

major/command sergeant major must be well-read and continuously self-reflect to identify areas for needing additional self-development.

c. The educational goal of the sergeant major/command sergeant major is to possess a bachelor degree and work toward a master degree in their chosen discipline. Activities like professional reading or college courses help the sergeant major/command sergeant major refine organizational leadership skills necessary to coach, teach, and mentor other organizational leaders. Exceptional communication skills are a requirement given the nature of the sergeant major's/command sergeant major's position and the amount of people within their sphere of influence. Skills in community and public relations are also important since the sergeant major/command sergeant major will often represent the command or Army in civic functions.

d. Sergeants major/command sergeants major should ensure and enforce enrollment in and active use of the ACT IDP as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, sergeants major/command sergeants major should ensure that their subordinates enroll in and understand the functions of the ACT. Sergeants major/command sergeants major should enforce use of these tools when professionally counseling their Soldiers and subordinate leaders, while educating raters and senior raters within their organization to do the same.

e. Sergeants major and battalion command sergeants major should prepare for and attend the Sergeant Major Assessment Program (SMAP). SMAP is a requirement prior to selection to serve as a brigade-level command sergeant major with the intention to expand it to battalion-level command sergeants major in the future. The SMAP is a program to expand the U.S. Army's understanding of senior non-commissioned officers' talents and assess their readiness for leadership as command sergeants major. During SMAP, senior NCOs take a series of assessments: cognitive and non-cognitive, written communication, verbal communication, peer and subordinate feedback, and physical fitness. The output of this assessment is the determination if an individual is ready to serve as a command sergeant major. Positive performance during SMAP may directly impact an NCO's order of merit standing.

f. Sergeants major/command sergeants major will prepare for the Nominative Leader Course (NLC). Completion of the NLC is a requirement prior to assuming a position as a nominative sergeant major or command sergeant major.

Chapter 4

Military Occupational Specialty 74D Chemical, Biological, Radiological, and Nuclear Specialist Major Duties.

1. Major Duties.

a. CBRN specialists conduct CBRN reconnaissance and surveillance; perform decontamination operations; conduct CBRN sensitive site assessment and exploitation; and operate and perform operator maintenance on assigned CBRN defense and individual CBRN protective equipment. Additionally, in non-chemical units, CBRN NCOs/specialist plan, conduct and evaluate individual and collective CBRN training, and provide technical advice on all CBRN operations and hazards for company and higher-level organizations.

b. The CBRN Specialist Professional Development Model (PDM) informs Soldiers and NCOs how their career path and professional development in the Chemical Corps should unfold. To develop CBRN specialists into professional NCOs, their assignments

must focus on leadership positions at the company and battalion levels. Follow-on assignments on BDE and DIV staffs will then add to their overall professional knowledge. In a Table of Organization and Equipment (TOE) unit, an NCO should spend about 65 percent of their assignments at the BN level and below and 35 percent in other duty positions. Experiences on contingency deployments or other real world operational missions are invaluable in preparing NCOs for increased levels of responsibility in an expeditionary Army.

c. Chapter 2, paragraph 13, of DA PAM 600-25 base document noted that assignments facilitate the accumulation of experiences over time; providing opportunities to employ and further develop those skills and knowledge attained through the process of institutional training. It defines assignment types as operational, generating (institutional), critical leader development, key billets, and broadening.

- (1) *Operational*: Primarily a modified table of organization and equipment (MTOE) assignment with duties in your MOS or CMF to numbered armies, corps, divisions, brigades, and battalions that conduct decisive action.
- (2) *Generating (institutional)*: Primarily a table of distribution and allowances (TDA) assignment, with duties in your MOS or CMF focused on supporting the operational Army. Institutional/Generating organizations provide the infrastructure necessary to raise, train, equip, deploy, and ensure the readiness of all Army forces, as well as provide installation and area support.
- (3) *Critical Leader Development*: Critical leader development positions are deemed fundamental to an NCO's development within their CMF. The respective proponent identifies operational or generating MOS and CMF positions. **Positive performance in these positions provides the greatest potential for advancement.**
- (4) *Key (Nominative)*: A CMF may further optimize the distribution of NCO talent by selecting best qualified NCOs based on their KSBs to key positions across the enterprise. The proponent designates these positions for experience leaders of character who demonstrate potential and have proven their competence in a broad range of environments. **Positive performance in key billets should signal superior performance and potential.**
- (5) *Broadening*: Operational or generating positions in a command or agency where duties are outside of one's MOS or CMF, or duties are at the operational or strategic levels. These assignments offer a purposeful expansion of an NCO's core MOS proficiency and leadership, resulting in agile and adaptive leaders capable of operating in complex environments.

NCOs should seek professionally rewarding leadership positions, should round out their careers with company through corps operations experience, and serve in generating, select broadening, and joint assignments. NCOs should add as much assignment diversity, i.e., not serving in the same position multiple times, as possible to increase depth and breadth of their knowledge and experience.

2. Prerequisites.

See DA Pam 611-21, chapter 10 on the MilSuite website located at: <https://www.milsuite.mil/book/docs/DOC-159575>. The waiver authority for MOS prerequisites is the Commandant, U.S. Army Chemical, Biological, Radiological, and Nuclear School (USACBRNS).

3. Goals for development.

Developmental goals are to ensure that the CBRN Soldier remains the spearhead of warfighting technology for CBRN defense and homeland security; to continue to provide significant contributions to the nation both in CBRN and non-CBRN support; and supply dynamic and flexible NCOs and leaders to the force who are prepared to effectively support LSCO and Multi-Domain Operations (MDO).

a. Private – Specialist/Corporal (74D10).

- (1) **Institutional training.** Basic Leader Course (BLC). Soldiers should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leadership Graduate, Commandant's List, or Superior Academic Achievement.
- (2) **Assignments.** The focus during the early years of a CBRN Specialists' career should be on building a solid foundation of technical expertise in equipment, basic MOS skills, and common Soldier tasks.
 - (a) **Operational Assignments.** CBRN Operations Specialist in a Hazard Assessment Platoon (HAP), Reconnaissance and Surveillance (R&S) Platoon, Heavy Decontamination/Reconnaissance Platoon (HDR), or CBRNE Response Team (CRT). The primary developmental assignment for a 74D10 is as a CBRN Operations Specialist/Operations Readiness Specialist in a Company/Troop/Battery, or Battalion/Brigade S3 for 12-24 months.
 - (b) **Generating (Institutional) Assignments.** Training Technician, Training Specialist, and Operations Specialist.
 - (c) **Critical Leader Development Assignments.** Not applicable
 - (d) **Key (Nominative) Assignments.** None
 - (e) **Broadening Opportunities.** 75th Ranger Regiment, 1st Special Forces Command (A), 3rd Infantry Regiment (The Old Guard), and Nuclear Disablement Team (NDT).
- (3) **Self-development.** See chapter 3, paragraph 1 and 2.
- (4) **Military Training.** The proponent considers the following training as career enhancing: Ranger (G/V), Advanced CBRNE Enabler (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (OPS/TECH), CBRN Dismounted Reconnaissance Course (DRC), Airborne (P), and Air Assault (2B).

b. Sergeant (74D20).

- (1) **Institutional training.** Advanced Leader Course (ALC). NCOs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leadership Graduate, Commandant's List, or Superior Academic Achievement.
- (2) **Assignments.** During this career stage, NCOs should focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 2 AWTs and CMF-specific ICTLs. Sergeants are also responsible for developing the technical and tactical skills of their individual Soldiers and training their teams to proficiency. Sergeants can acquire technical expertise as a CBRN NCO in nonchemical units or as part of CBRN

organizations. Sergeants should seek leadership positions in CBRN units to develop their leadership skills. These positions will prepare junior NCOs for more demanding leadership positions at higher echelons.

(a) Operational Assignments. Assistant Squad Leader, Assistant Team Leader, Company CBRN NCO, Operations Readiness NCO, CBRNE Response Team (CRT) member, Civil Support Team (CST) Member (Army National Guard (ARNG) and United States Army Reserve (USAR)).

(b) Generating (Institutional) Assignments. Operations NCO for an Initial Military Training (IMT) company.

(c) Critical Leader Development Assignments. Sergeants should serve 18-30 months as an Assistant Squad Leader, Team Leader (DRT) (75th RR), Assistant Team Leader, or CBRN NCO (SOF CBRN Co) (A) or a combination of those positions. NCOs serving in a critical leader development position in the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO's evaluation(s) document the time (example: SGT filling a Squad Leader (SSG) position receives critical leadership requirement credit towards their present grade and does not need to serve in a SGT-level leadership position). Similarly, those NCOs serving in the next higher rank critical leader development position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO's evaluation(s) document the time (example: SGT filling a Squad Leader position is promoted to SSG, the entire amount of time counts toward the SSG critical leadership requirement). To the greatest extent possible, NCOs should complete their critical leadership development time prior to any broadening assignment.

(d) Key (Nominative) Assignments. Although documented for staff sergeants, Army requirements may dictate 74D sergeants serve as Drill Sergeants and Recruiters. Additional nominative opportunities may become available to CBRN NCOs as part of the fair share/immaterial program; however, authorization documents do not identify those positions as 74D-coded billets.

(f) Broadening Opportunities. Special Missions Unit (SMU), 75th Ranger Regiment, 1st Special Forces Command (A), 3rd Infantry Regiment (The Old Guard), and Nuclear Disablement Team (NDT). These opportunities, while career enhancing, generally do not allow for the same level of leadership development and are not appropriate alternatives to critical leader development positions, unless otherwise identified in this document. To the maximum extent possible, HRC will not consider NCOs for broadening opportunities until the critical leader development requirement is satisfied. The proponent strongly discourages consecutive broadening assignments, including those in support of Special Operations Forces.

(3) Self-development. See chapter 3, paragraph 1 and 3.

(4) Military Training. The proponent considers the following training as career enhancing: Ranger (G/V), Advanced CBRNE Enabler (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (OPS/TECH), CBRN Dismounted Reconnaissance Course (DRC), Drill Sergeant (X), Recruiter (4), Airborne (P), Air Assault (2B), Jumpmaster (5W), Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), and Combat Tactics Course (SMU).

c. Staff Sergeant (74D30)

(1) Institutional training. Senior Leader Course (SLC). NCOs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leadership Graduate, Commandant's List, or Superior Academic Achievement.

(2) Assignments. Staff sergeants should continue to focus on developing supervisory skills, enhancing technical and tactical MOS knowledge, and mastering Skill Level 3 AWTs and CMF-specific ICTLs. Additionally, these NCOs care for the Soldiers and families in their squad. The scope of this charge includes personal and professional issues. A primary way to do so is to have in-depth knowledge of the programs the Army has available to assist with the process. Staff sergeants should seek leadership positions in CBRN units. Staff sergeants can also acquire technical expertise as a CBRN staff NCO in nonchemical units. If possible, staff sergeants should continuously strive for diversity in their assignments. Diversity ensures NCOs maintain their MOS proficiency throughout continuous changes in modernization, structure, and doctrine.

(a) Operational Assignments. Squad Leader, Team Leader, CBRN NCO, CBRN NCO (CRT), Civil Support Team (CST) Chief (ARNG).

(b) Generating (Institutional) Assignments. S3 NCO, Training Management NCO, Operations Sergeant/NCO, CBRN NCO, Training Sergeant/NCO, and Observer Coach/Trainer (OC/T) (USAR).

(c) Critical Leader Development Assignments. Staff sergeants should serve 18-30 months as Squad Leader, Team Leader, CBRN Assistant Team Leader (SMU), Assistant Team Leader (SOF CBRN Co) (A), Drill Sergeant, or Small Group Leader or a combination of those positions. NCOs serving in a critical leader development position commensurate to the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO's evaluation(s) document the time (example: SSG filling a Platoon Sergeant (SFC) position receives critical leadership requirement credit towards their present grade and does not need to serve in a SSG-level leadership position). Similarly, those NCOs serving in the next higher rank critical leader development position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO's evaluation(s) document the time (example: SSG filling a Platoon Sergeant position is promoted to SFC, the entire amount of time counts toward the SFC critical leadership requirement). To the greatest extent possible, NCOs should complete their critical leadership development time prior to any broadening assignment.

(d) Key (Nominative) Assignments. Drill Sergeant, Recruiter, Defense Threat Reduction Agency (DTRA), and White House Military Office. Additional nominative opportunities may become available to CBRN NCOs as part of the fair share/immaterial program; however, authorization documents do not identify those positions as 74D-coded billets.

(e) Broadening Opportunities. Small Group Leader, Instructor, Tactical NCO (TAC NCO), Special Mission Unit (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR) (A), 1st Special Forces Command (A), 3rd Infantry Regiment (The Old Guard), and Security Forces Assistance Brigade (SFAB). While career enhancing,

many broadening assignments do not allow for the same level of leadership development and are not appropriate alternatives to critical leader development positions, unless otherwise identified in this document. To the maximum extent possible, HRC will not consider NCOs for broadening opportunities until the critical leader development requirement is satisfied. The proponent strongly discourages consecutive broadening assignments, including those in support of Special Operations Forces.

(3) Self-development. See chapter 3, paragraph 1 and 4.

(4) Military Training. The proponent considers the following training as career enhancing: Ranger (G/V), Advanced CBRNE Enabler (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (OPS/TECH), CBRN Dismounted Reconnaissance Course (DRC), Drill Sergeant (X), Recruiter (4), Airborne (P), Air Assault (2B), Jumpmaster (5W), Military Free Fall, Military Free Fall Jumpmaster, Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), Combat Tactics Course (SMU), Battle Staff (2S), Master Resiliency Trainer (MRT) (8R), and Common Faculty Instructor Development Course (8).

d. Sergeant First Class (74D40)

(1) Institutional training. Master Leader Course (MLC). NCOs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leadership Graduate, Commandant's List, or Superior Academic Achievement.

(2) Assignments. During this career stage NCOs should focus on the mastering of technical and tactical MOS knowledge, supervisory skills, and Skill Level 4 Warrior Tasks and Battle Drills while focusing on improving organizational management skills and doctrinal knowledge. These subjects include, but not limited to, organizational behavior, personnel management, time management, and Army operations. Sergeants first class should seek leadership positions in chemical companies or detachments. These positions will prepare senior NCOs for more demanding leadership positions. Sergeants first class can also continue to build on experiences as a CBRN staff NCO by serving in non-CBRN organizations at the battalion through corps levels. Sergeants first class can also serve in a variety of generating force and broadening positions. If possible, sergeants first class should continuously strive for diversity in their assignments. Diversity ensures NCOs maintain their MOS proficiency throughout continuous changes in modernization, structure, and doctrine.

(a) Operational assignments. Platoon Sergeant, CBRN NCO, CBRN Staff NCO, CBRN Staff NCO (CRT), CBRN NCOIC (ARNG), Operations Sergeant/NCO, and Training Sergeant/NCO.

(b) Generating (Institutional) Assignments. Observer/Coach-Trainer (OC/T), Operations Sergeant, Test and Evaluations NCO, and Senior Training Management NCO.

(c) Critical Leader Development Assignments. Sergeants first class should serve 18-30 months as Platoon Sergeant, Platoon/Section Sergeant (DRT) (75th RR), CBRN Team Leader (SMU), Small Group Leader (SGL)/Senior Small Group Leader (SSGL), Senior Drill Sergeant, CBRN Staff NCO (CRT), or Team Leader (SOF CBRN Co)(A) or a combination of those positions. NCOs serving in a critical leader development position commensurate to the next higher rank (consecutively or non-consecutively) will receive

credit towards their critical leader development requirement for their present rank, provided that the rated NCO's evaluation(s) document the time (example: SFC filling a First Sergeant (MSG) position receives critical leadership requirement credit towards their present grade and does not need to serve in a SFC-level leadership position).. Similarly, those NCOs serving in the next higher rank critical leader development position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO's evaluation(s) document the time (example: SFC filling a First Sergeant position is promoted to MSG, the entire amount of time counts toward the MSG critical leadership requirement). To the greatest extent possible, NCOs should complete their critical leadership development time prior to any broadening assignment.

(d) Key (Nominative) Assignments. Senior Drill Sergeant, Recruiter, Equal Opportunity Advisor (EOA), Inspector General (IG) NCO, White House Military Office, Defense Threat Reduction Agency (DTRA), Joint Program Executive Office (JPEO), Pentagon Force Protection Agency, and Talent Management NCO (HRC). Additional nominative opportunities may become available to CBRN NCOs as part of the fair share/immaterial program; authorization documents do not identify those positions as 74D-coded billets.

(e) Broadening Opportunities. Small Group/Senior Small Group Leader, Instructor/Senior Instructor, Special Mission Unit (SMU), 160th Special Operations Aviation Regiment (SOAR) (A), 75th Ranger Regiment, 1st Special Forces Command (A), Weapons of Mass Destruction Coordination Team (WCT), 3rd Infantry Regiment (The Old Guard), Capabilities/Combat Developer (Futures Command), and Training with Industry (TWI). While career enhancing, many broadening assignments do not allow for the same level of leadership development and are not appropriate alternatives to critical leader development positions, unless otherwise identified in this document. To the maximum extent possible, HRC will not consider NCOs for broadening opportunities until the critical leader development requirement is satisfied. The proponent strongly discourages consecutive broadening assignments, including those in support of Special Operations Forces.

(3) Self-development. See chapter 3, paragraph 1 and 4.

(4) Military Training. The proponent considers the following training as career enhancing: Ranger (G/V), Advanced CBRNE Enabler (L3), CBRN Reconnaissance for BCTs (L6), CBRN Responder (OPS/TECH), CBRN Dismounted Reconnaissance Course (DRC), Drill Sergeant (X), Recruiter (4), Airborne (P), Air Assault (2B), Jumpmaster (5W), Military Free Fall, Military Free Fall Jumpmaster, Master Fitness Trainer (P5), Sensitive Site Exploitation Course (SF), Technical Exploitation Course (SF), Exploitation Analysis Course (SF), Combat Tactics Course (SMU), Battle Staff (2S), Master Resiliency Trainer (MRT) (8R), Equal Opportunity Advisor (Q), Inspector General NCO (B), and Common Faculty Instructor Development Course (8).

e. Master Sergeant/First Sergeant (74D50)

(1) Institutional training. Sergeants Major Course (SMC). NCOs should seek to obtain recognition as the Distinguished Honor Graduate, Distinguished Leadership Graduate, Commandant's List, or Superior Academic Achievement.

(2) Assignments. Experience gained through a variety of challenging operational assignments prepares NCOs to lead Soldiers in combat. CBRN master sergeants can serve in operational assignments, institutional/generating assignments, critical leader development assignments, and broadening assignments. During this career stage NCOs should focus on training, educating, and developing subordinates on Army and organizational programs. Master sergeants/first sergeants assist in developing and maintaining a training calendar to create predictability for service members and their families to enable comprehensive Soldier and Family fitness. These NCOs execute talent management with their organizations and are the lead for information dissemination within the unit. Master sergeants/first sergeants should seek leadership positions in CBRN companies and basic combat training companies and battalions.

(a) Operational Assignments. First Sergeant, Team Sergeant (CRT), BN Operations Sergeant, Operations Sergeant, and CBRN Operations Sergeant/NCO.

(b) Generating (Institutional) Assignments. First Sergeant, BN S3 NCO, Senior Training Management NCO, Observer Coach/Trainer (OC/T), and Course Manager (USAR).

(c) Critical Leader Development Assignments. Master Sergeants should serve 18-30 months as First Sergeant, Course Chief (ALC/SLC), or CBRN Team Sergeant (SMU), or a combination of those positions. NCOs serving in a critical leader development position commensurate to the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO's evaluation(s) document the time. Similarly, those NCOs serving in the next higher rank critical leader development position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO's evaluation(s) document the time. To the greatest extent possible, NCOs should complete their critical leadership development time prior to any broadening assignment.

(d) Key (Nominative) Assignments. Defense Threat Reduction Agency (DTRA), Senior Career Management NCO, Equal Opportunity Advisor (EOA), and Security Assistance Training Management Organization (SATMO) (Saudi Arabia). Additional nominative opportunities may become available to CBRN NCOs as part of the fair share/immaterial program; however, authorization documents do not identify those positions as 74D-coded billets.

(e) Broadening Opportunities. Course Chief (ALC/SLC), Special Missions Units (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR) (A), Joint Special Operations Command (JSOC), 1st Special Forces Command (A), Program Executive Office (PEO), Weapons of Mass Destruction Coordination Team (WCT), and CBRN Staff Assistant (NATO). While career enhancing, many broadening assignments do not allow for the same level of leadership development and are not appropriate alternatives to critical leader development positions, unless otherwise identified in this document. To the maximum extent possible, HRC will not consider NCOs for broadening opportunities until the critical leader development requirement is satisfied. The proponent strongly discourages consecutive broadening assignments, including those in support of Special Operations Forces.

(3) Self-development. See chapter 3, paragraph 1 and 5.

(4) Military Training. The proponent considers the following training as career enhancing: Ranger (G/V), Advanced CBRNE Enabler (L3), Airborne (P), Air Assault (2B), Jumpmaster (5W), Military Free Fall, Military Free Fall Jumpmaster, Master Fitness Trainer (P5), Combat

Tactics Course (SMU), Battle Staff (2S), Master Resiliency Trainer (MRT) (8R), Equal Opportunity Advisor (Q), and Inspector General NCO (B) Course.

f. Sergeant Major/Command Sergeant Major (74D6O)

(1) Institutional Training. The Nominative Leader Course (NLC) qualifies NCOs as nominative-level command sergeants major/sergeants major (00Z).

(2) Assignments. The focus during this phase of an NCO career should be understanding mission command and execute the commander's intent through disciplined initiative, supporting the commander's priorities. Sergeants major/command sergeants major engage key stakeholders and foster strong relationships, across echelons, with agencies within the community and build relationships with peer units and higher headquarters to champion the unit up and out. Sergeants major/command sergeants major carry out and enforce policies and standards. Sergeants major/command sergeants major design, implement, and manage an NCO leader development program and are the standard bearers for their organization while serving as a role model for all Soldiers, NCOs, and Officers. Sergeants major/command sergeants major should seek positions in BNs or BDEs as command sergeants major or as operations sergeants major.

(a) Operational Assignments. BN/BDE CSM, CBRN SGM, and Operations SGM.

(b) Generating (Institutional) Assignments. BN/BDE CSM, Garrison CSM, and Operations SGM.

(c) Critical Leader Development Assignments. BN/BDE CSM, Garrison CSM, Immaterial CSM, CBRN Troop SGM (SMU), and NCOA Commandant.

(d) Key (Nominative) Assignments. Inspector General (IG) SGM, Branch SGM (HRC), Sergeants Major Academy (SGM-A) Fellowship, and Operations Sergeant (Pentagon Force Protection). Additional nominative opportunities may become available to CBRN NCOs as part of the fair share/immaterial program; however, authorization documents do not identify those positions as 74D-coded billets.

(e) Broadening Opportunities. Immaterial CSM, NCOA Commandant, Chief Career Management NCO (Proponent/PDO SGM), Troop SGM (SMU), CBRN SGM (JSOC), and Chief Instructor/Writer (USAR).

(3) Self-development. See chapter 3, paragraph 1 and 6.

(4) Military Training. The proponent considers the following training as career enhancing: Ranger (G/V), Airborne (P), Air Assault (2B), Jumpmaster (5W), Military Free Fall, Military Free Fall Jumpmaster, Combat Tactics Course (SMU), Battle Staff (2S), Equal Opportunity Advisor (Q), Inspector General NCO (B), Pre-Command Course, and Joint Senior Leader Course (JSLC).

Chapter 5.

Military Occupational Specialty 74D, Professional Development Model

The career map resides on the Army Career Tracker website (<https://actnow.army.mil>) under the "PLAN" tab and then selecting "PROFESSIONAL DEVELOPMENT MODEL" tab.

Additionally, the CMF 74 Evaluation Board Brief and Talent Development Model can be found at <https://api.army.mil/e2/c/downloads/2024/07/18/fd07f0f1/cmf-74-board-products-18-jul-24.pdf>.

Chapter 6.

Military Occupational Specialty 74D United States Army Reserve Component (USAR)

RC CBRN Specialists represent the largest portion of the Chemical Corps. The RC CBRN Specialists must possess the same qualifications and responsibilities as the Active-Duty Component. Duty assignments for career progression are parallel to those of the Active Duty Soldier except for OCONUS assignments. The physical location of units may limit the ability to vary assignments during a career and require Soldiers to travel further from their homes to find a career-enhancing position. NCOPDS Courses are a requirement at all levels for RC Soldiers and are available through Total Army School System (TASS) for institutional-level training. The RC aids our Nation's responders through its ability to be the first military response (each state's ARNG assets) or as follow-on Defense Support to Civil Authorities (DSCA) (USAR or ARNG assets). It is critical for RC CBRN Specialist to obtain and maintain certain national certifications to ensure their usability in this mission area. The RC aids in all peacekeeping and contingency operations. RC units align to combatant commands for wartime missions and mobilized in part or whole to augment or replace RA forces during wartime. The ARNG WMD Civil Support Teams and RC Civil Support Team, provide career-enhancing assignments and training.