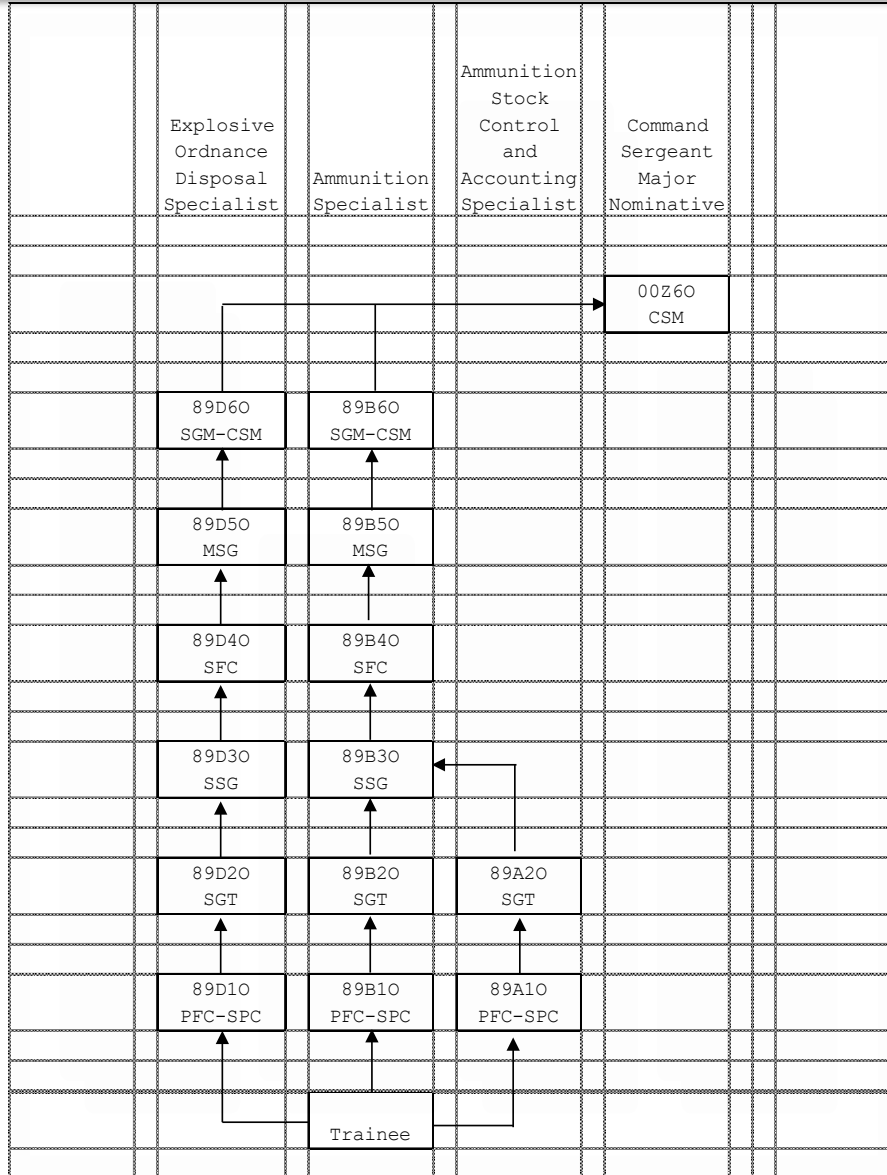




CMF 89 Progression Chart



Support Starts Here!

89A Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

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22

24

26

28

30

Critical Leadership Position MQ rating and highly numerated ranking	Ammunition Stock Control/Accounting SGT Squad Leader
Military/Civilian Education	BLC ALC Associate's Degree
Critical Development	Ammunition Stock Control/Accounting Specialist Ammunition Stock Control/Accounting SGT
Broadening Opportunities	Recruiter
Military Training	Ranger, Basic Airborne, Air Assault, Technician Badge, Tactical Combat Casualty Care, Expert Soldier Badge, Basic and Tactical Combative, Technical Transportation of Hazardous Materials, Total Ammunition Management Information System, Standard Army Ammunition System, Global Combat Support System- Army

89B Talent Development Model

Years of Service

2

4

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22

24

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30

														
Critical Leadership Position MQ rating and highly numerated ranking	Ammunition SGT Asst Section SGT Squad Leader		Section Chief Ammunition Inspector Ammunition Supply SGT		Platoon Sergeant Ammunition Logistics SGT Operations Sergeant		First Sergeant Chief Ammunition NCO Operations SGT		Chief Enlisted Career Manager Command DMC SGM Operations SGM					
Military/Civilian Education	BLC		ALC		SLC		MLC		SMC NOM					
	Associate's Degree				Bachelor's Degree				Master's Degree					
Critical Development	Ammunition Specialist Ammunition Sergeant		Ammunition Inspector Section Chief Operations Sergeant		Ammo Logistics SGT Platoon Sergeant Operations Sergeant Detachment Sergeant Senior Ammunition NCO		First Sergeant Chief Ammunition NCO Operations Sergeant		Chief Training Instructor Developer/ Writer Support OPS SGM Training Department SGM					
Broadening Opportunities	USASOC, SMU, JSOC, Recruiter, Old Guard, Ranger		Recruiter, Drill Sergeant, SFAB, Old Guard, JSOC, ALC, Instructor, ALC SGL, Training Developer		Recruiter, Senior Drill Sergeant, SMU, JSOC, SFAB, SARC, EOA, Old Guard, Talent Management NCO, Career Management NCO, Training Developer, SLC SGL, Ammo NCO OC/T, ASP OPNS NCO OC, Training Ammo MGT NCO, SR Training Management NCO		Equal Opportunity Advisor, Inspector General, Chief Munition Division NCO, Chief Curriculum Development NCO, Senior Capabilities Developer NCO, Ammo Logistics Senior		Instructor USASMA, Capabilities Development and Integration SGM, ARDEC SGM, CRC SGM					
Military Training	Basic Airborne, Air Assault, Ranger, Expert Soldier Badge (ESB), TAMIS, Technician Badge, Tactical Combat Casualty Care, Basic and Tactical Combative		Technical Transportation of Hazardous Material, Air Assault, Ranger, ESB, Basic Airborne, Technician Badge, Tactical and Master Combatives		Basic Airborne, Air Assault, Jumpmaster, Ranger, Battle Staff NCO Course, Safety Officer Course, ESB, QA/QC, Support Operations, Observer Controller Course, Technician Badge, Tactical and Master Combatives, Logistics Management Development Course, Contracting Officer Representative		Basic Airborne, Air Assault, Jumpmaster, ESB, Battle Staff NCO Course, Environmental Compliance Officer's Course, Technician Badge, Operational Contract Support Course, Joint Logistics Course, Lean Six Sigma		Battalion and Brigade Pre-Command Course, ESB, Keystone Course, Technician Badge, Sustainment Pre-Command, Army Senior Leader Course, Operational Contracting Support, Lean Six Sigma, SHARP, EEO					



MOS 89B



Ammunition Specialists provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed; duties involve providing mission command technical expertise on ammunition operations, logistical support, ammunition accountability, site survey and design of new and existing ammunition storage areas, establishing ammunition requirements, quality assurance, explosives safety, emergency demolition operations, retrograde operations, movement on all modes of transportation, storage, preparation of HAZMAT and accountable documentation for ammunition.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 24 Months Ammunition Inspector; 24 Months Section Chief ; with MQ and highly numerated ranking

SFC: 24 Months Ammunition Logistics Sergeant; 24 Months Platoon Sergeant; 24 Months Detachment Sergeant; with MQ and highly numerated ranking

MSG: 24 Months First Sergeant; Chief Ammunition NCO; with MQ and highly numerated ranking

SGM: Distribution Management (DMC) SGM; Army Field Support Brigade SGM; Depot SGM; Special Missions Unit SGM; BDE S3 SGM; Support Operations SGM with MQ and highly numerated ranking

CSM: 36 Months in position with MQ and highly numerated ranking

Highly qualified looks like:

SSG: 18+ Months Ammunition Supply Sergeant; Ammunition Inspector; Section Chief; Operations Sergeant

SFC: 18+ Months Ammunition Logistics NCO; Operations Sergeant; Senior Ammo Inspector

MSG: 18+ Months First Sergeant; Chief Ammunition NCO

SGM: 18+ Months in SGM Position

Support Starts Here!



MOS 89B



Physical Fitness

Most qualified looks like:

SSG: ACFT score of 540 or above with 90 points in each event

SFC: ACFT score of 540 or above with 90 points in each event

MSG/SGM/CSM: ACFT score of 540 or above with 90 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/SGM/CSM: 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; Obtain certification/credentialing

SFC: SLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Bachelor's Degree; Obtain certification/credentialing

MSG: MLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

CSM/SGM: USASMC - Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

Highly qualified looks like:

SSG: ALC - Superior Academic Achievement; Pursuing Associate's Degree; certification/credentialing

SFC: SLC - Superior Academic Achievement; Associates Degree; certification/credentialing

MSG: MLC - Superior Academic Achievement; Bachelor's Degree

CSM/SGM: USASMC - Superior Academic Achievement; Pursuing Master's Degree

Support Starts Here!



MOS 89B



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (SSG)

Drill Sergeant; Recruiter; Instructor; Security Forces Assistance Brigade; Observer/Coach/Trainer; ALC Instructor; ALC Small Group Leader; Training Developer; Old Guard; Special Missions Unit

Critical Leader Development (SSG)

Ammunition Inspector; Ammunition Supply Sergeant; Operations Sergeant; Section Chief

Broadening (SFC)

Drill Sergeant; Recruiter; Security Forces Assistance Brigade; Sexual Assault Response Coordinator; Equal Opportunity Advisor; Old Guard; Career Management NCO (Proponent); Talent Management NCO; Senior Instructor; Training Developer; SLC SGL; Ammo NCO OC/T; ASP Operations NCO OC

Critical Leader Development (SFC)

Ammunition Logistics Sergeant; Platoon Sergeant; Operations Sergeant; Senior Ammunitionn Inspector

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



MOS 89B



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (MSG)

Chief Instructor; Senior Capabilities Developer NCO; Equal Opportunity Advisor; Inspector General

Critical Leader Development (MSG)

Chief Ammunition NCO; Operations Sergeant; First Sergeant

Broadening (SGM)

Equal Opportunity Advisor; Inspector General

Critical Leader Development (SGM)

Chief Training Instructor; Support Operations SGM; Training Department SGM; Chief Enlisted Career Manager

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



U.S. ARMY

MOS 89B



TRAINING

Most qualified looks like:

SSG: Technical Transportation of Hazardous Material; Air Assault; Ranger; Airborne; Tactical Combative; QA/QC; Senior Technician Badge; Expert Soldier Badge

SFC: SHARP; Technical Transportation of Hazardous Material; Battle Staff; Logistics Management Development Course; QA/QC; Support Operations Phase II; Jumpmaster; Observer Controller Course; Contracting Officer Representative; Master Technician Badge; Expert Soldier Badge

MSG: Battle Staff; Airborne; Air Assault; Operational Contract Support; Jumpmaster; Joint Logistics; Master Technician Badge; Expert Soldier Badge

CSM/SGM: Battalion and Brigade Pre-Command; Keystone Course; Army Senior Leader Course; Master Technician Badge; Expert Soldier Badge

Highly qualified looks like:

SSG: HAZMAT; Tactical Combat Casualty Care; Sling Load Inspector Certification Course(SLICC)

SFC: Technical Transportation of Hazardous Material; EJPME II

MSG: SARC; Support Operations Phase II; Environmental Compliance Officer Course; Master Combative

CSM/SGM: Sustainment Pre-Command; Operational Contracting Support; Lean Six Sigma

OTHER INDICATORS

Most qualified looks like:

SSG: Audie Murphy/ SGT Morales; Regimental Awards; NCO of the Quarter/Year; Distinguished Instructor Award; Drill Sergeant/Instructor of the Year; Senior Instructor Badge

SFC: Audie Murphy/ SGT Morales; Regimental Awards; NCO of the Quarter/Year; Distinguished Instructor Award; E Senior or Master Instructor Badge; Multifunctional Logistics NCO

MSG: Audie Murphy/ SGT Morales; SPO Phase II; Lean Six Sigma; Regimental Awards; Foreign Awards; Balance of Operational, Institutional, and Broadening assignments; Multifunctional Logistics NCO








CSM/SGM: Balance of Operational, Institutional, and Broadening assignments; Regimental Awards; Multifunctional Logistics NCO

Support Starts Here!

89D Talent Development Model

Years of Service

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

	      
Critical Leadership Position MQ rating and highly numerated ranking	<p>EOD Sergeant Team Leader WMD Team Leader Platoon Sergeant First Sergeant Command Sergeant Major</p> <p><small>NOTE: Successfully held positions of greater responsibility and grade look</small></p>
Military/Civilian Education	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p> <p><small>NOTE: Exceeded NCOPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses look favorable</small></p>
Critical Development	<p>EOD Specialist EOD Sergeant WMD NCO Instructor Small Group Leader Senior Instructor Small Group Leader Technical Intelligence NCO EOD Enlisted Assignments Manager (HRC) Training Developer Senior Career Manager Senior Enlisted Advisor Senior Doctrine NCO Senior Training Developer Senior Instructor BN Operations NCOIC Operations SGT (Div) Operations SGM EOD SGM (TPO) EOD Senior Enlisted Advisor Instructor (USASMA)</p> <p><small>NOTE: Successfully held positions of greater responsibility and grade look</small></p>
Broadening Opportunities	<p>Explosive Hazard Advisor (SFAB) Drill Sergeant Operations NCO (SFAB) Proponent & Leader Development SGM, JEOD Operations Sergeant (VIPPSA)</p> <p>Training with Industry, SARC, Recruiter (SORB)</p>
Military Training	<p>Ranger, Airborne, Air Assault, Expert Soldier Badge, HME Training, Combatives I – IV, HAZMAT, TTEC, TC3</p> <p>MRT, SHARP, EO, MFT, Jump Master Support Operations Course, Contractor Representatives Course</p> <p>Advanced IED Defeat, JNEODC, ADT-1&2, SEJPME-I Battle Staff, SEJPME II</p>



MOS 89D



EOD Specialists locate, identify, render safe and dispose of foreign and domestic conventional, biological, chemical, nuclear ordnance, IED, VBIED and WMDs; conducts intelligence gathering operations of first seen foreign ordnance; performs and supervises VIP missions for U.S. Federal agencies; responsible for maintaining continuity of all unit operations and movements; supervises coordination and deployment of EOD response teams over a wide geographical area; supervises establishment and maintenance of situation maps, journals and technical intelligence reports; technical advisor at all staff levels.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 24 Months EOD Team Leader; 24 Months WMD Team Leader; Drill Sergeant; with MQ and highly numerated ranking

SFC: 24 Months Platoon Sergeant; Serving in First Sergeant Position; Drill Sergeant; with MQ and highly numerated ranking

MSG: 24 Months First Sergeant with MQ and highly numerated ranking

SGM/CSM: Battalion/Group or Brigade CSM with MQ and highly numerated ranking

Highly qualified looks like:

SSG: 18+ Months EOD Team Leader; 18+ Months WMD Team Leader; 18+ Months Drill Sergeant

SFC: 18+ Months Platoon Sergeant; 18+ Months Drill Sergeant

MSG: 18+ Months First Sergeant

SGM/CSM: 18+ Months Battalion/Group or Brigade CSM

Support Starts Here!



MOS 89D



Physical Fitness

Most qualified looks like:

SSG: ACFT score of 540 or above with 90 points in each event

SFC: ACFT score of 540 or above with 90 points in each event

MSG/SGM/CSM: ACFT score of 540 or above with 90 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/SGM/CSM: 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
Obtain certification/credentialing

SFC: SLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Bachelor's Degree

MSG: MLC - Leadership Award, Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

CSM/SGM: USASMC - Distinguished Honor/Honor Graduate, or Commandant's List; Master's Degree

Highly qualified looks like:

SSG: ALC - Superior Academic Achievement; Pursuing Associate's Degree

SFC: SLC - Superior Academic Achievement; Associates Degree

MSG: MLC - Superior Academic Achievement; Bachelor's Degree

SGM/CSM: USASMC - Superior Academic Achievement; Pursuing Master's Degree

Support Starts Here!



MOS 89D



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (SSG)

Explosive Hazard Advisor; Instructor; Drill Sergeant; Observer/Controller-Trainer (O/C-T); Small Group Leader; Research Development Testing and Evaluation (RDTE) NCO; Training Management NCO; Range Maintenance NCO; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (SSG)

Team Leader; WMD Team Leader

Broadening (SFC)

Training with Industry (TWI); EOD Exploitation Specialist (MISC); EOD Instructor (DNWS); DTT Operations NCO (DTRA); Explosive Hazards Advisor (SFAB); Recruiter (SORB); Sexual Assault Response Coordinator (SARC); Instructor; Senior Instructor; Small Group Leader; Training Developer; Observer/Controller-Trainer; EOD Enlisted Assignments NCO; Range Control NCO; EOD Section NCO (Picatinny); JEOD Coordination NCO (VIPPSA); Special Missions Unit (SMU) Assignments; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (SFC)

Platoon Sergeant

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

Support Starts Here!



MOS 89D



ASSIGNMENTS

Broadening and Critical Leader Development

Broadening (MSG)

Senior Career Management NCO, Senior Enlisted EOD Advisor, NCO Training Manager, Senior Instructor, Senior Training Developer, EOD Advisor; SMU Assignments; Ranger Regiment Support Assignments (28th OD CO); WMD Assignments (21st OD CO)

Critical Leader Development (MSG)

First Sergeant

Broadening (CSM/SGM)

EOD Sergeant Major (TPO-EOD); Instructor (USASMA); EOD Senior Enlisted Advisor; JEOD Operations Sergeant (VIPPSA); EOD Specialist (8th Army); SPO SGM; SMU Assignments

Critical Leader Development (CSM/SGM)

Command Sergeant Major

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

Support Starts Here!



MOS 89D



TRAINING

Most qualified looks like:

SSG: Technical Tactical Exploitation Course (TTEC); Technical Escort Course; Advanced IED Defeat; Post Blast Course; HME Course; Airborne; Jump Master; Air Assault; Ranger; MRT; SHARP; MFT; Senior Technician Badge; Expert Soldier Badge

SFC: Technical Tactical Exploitation Course (TTEC); Technical Escort Course; Advanced IED Defeat; Post Blast Course; HME Course; Battle Staff; Ranger; Airborne; Jump Master; Air Assault; SHARP, MFT, MRT, Master Technician Badge; Expert Soldier Badge

MSG: Battle Staff; Airborne; Jump Master; Air Assault; Ranger; Contractor Representative Course; Operational Contracting Support; Master Technician Badge; Expert Soldier Badge

CSM/SGM: Battle Staff; Contractor Representative Course; Operational Contracting Support; Master Technician Badge; Expert Soldier Badge

Highly qualified looks like:

SSG: HAZMAT course; additional duties annotated on evaluations

SFC: HAZMAT course; additional duties annotated on evaluations

MSG: Contractor Representative Course; Operational Contracting Support

CSM/SGM: EJMPE-II

OTHER INDICATORS

Most qualified looks like:

SSG: DA EOD Team of the Year; NCO of the Quarter/Year

SFC: DA EOD Team of the Year; NCO of the Quarter/Year; Multifunctional Logistics NCO

MSG: Regimental Awards; Lean Six Sigma; Balance of Operational, Institutional, and Broadening assignments; Multifunctional Logistics NCO

CSM/SGM: Regimental Awards; SEJPME II; Lean Six Sigma; Balance of Operational, Institutional, and Broadening assignments; Multifunctional Logistics NCO

Support Starts Here!