



# CMF 79 Progression Chart

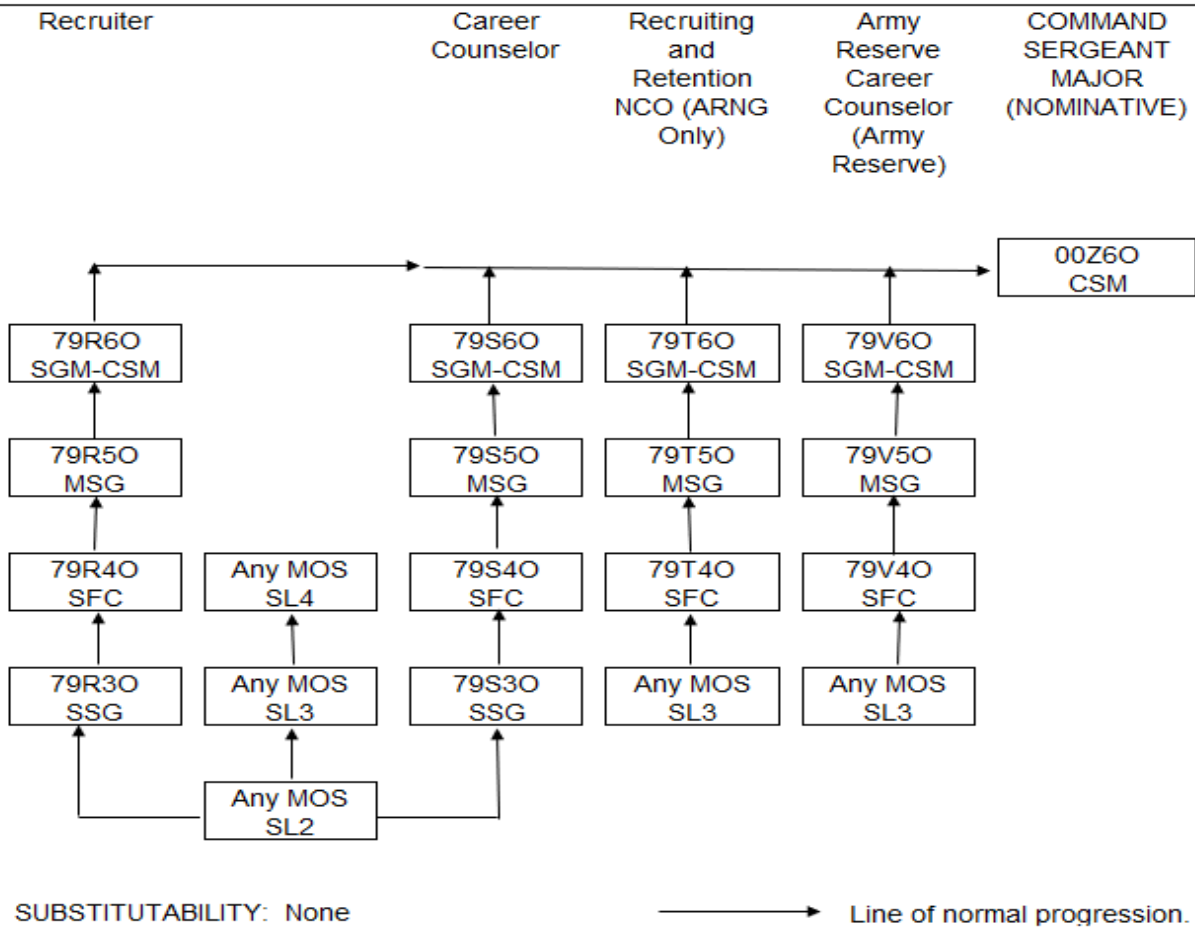


Figure 10-79. CMF 79 - Recruiting and Retention Career Progression



# MOS 79R

## 79R 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	Recruiter		Recruiter Station Commander		Station Commander		First Sergeant		Battalion Sergeant Major Brigade Sergeant Major USAREC Sergeant Major	
<b>Military/Civilian Education/Credentials</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>	<b>MLC</b>		<b>SGM-A</b>		<b>NLC</b>		
			Associate's degree	Associate's degree + 30 sem	Bachelor's Degree	Master's Degree				
			SHRM-CP	SHRM-CP	SHRM-CP	SHRM-CP				
<b>Key Development</b>			AMEDD Rctg NCO Assistant Ops NCO Doctrine NCO Guidance Counselor Master Trainer Operations NCO Professional Development NCO (G-1) Training Developer Training Management NCO Virtual Recruiter SC Virtual Recruiter			Faculty and Staff Dev Div NCOIC Knowledge Management NCOIC Research & Integration NCO Senior Guidance Counselor Senior Instructor/Writer Senior Investigation Team NCOIC Senior Master Trainer Senior Ops NCO Senior Professional Dev NCO (G-1) Senior Personnel Dev NCO Strategic Plans NCOIC Training Mgmt NCOIC		BDE/BN OPS SGM Production/Analysis Division SGM G-3 RRC Department SGM RRC Proponent SGM USAREC G-3 SGM		
<b>Broadening</b>			EO Advisor Investigation Team NCO LN NCO SARC		ASST IG EO Advisor LN NCOIC SARC		USAREC IG SGM USASMA Fellowship Instructor USASMA Instructor			
<b>Military Training</b>	Army Recruiting Course		Station Commander Course (V6)		Company Commander/First Sergeant Course		USAREC Pre-Command Course			
		Health Care Course (4N) Master Resiliency Course (8R)		Common Faculty Development - Instructor Course (8) Guidance Counselor Course (V7) Equal Opportunity Course (Q) SHARP Course (1B) SARC Course (1H)		Inspector General School (8); Operations Course				



# MOS 79R



Recruiters are agile and adaptable Army professionals who display moral character, competence and resolute commitment while serving in positions of special trust and authority. Recruiters conduct initial accession operations, and in-service special mission recruiting in a decentralized geo-dispersed environment throughout the United States and its territories; as well as the American communities in Europe and Asia. Recruiters are charged with the mission to recruit America's best volunteers to enable the Army to win in a complex world.

## **LEADERSHIP POSITIONS**

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

SSG: 36 successful rated months (at time of board) as a Recruiter, or Station Commander

SFC: 36 successful rated months (at time of board) as a Station Commander

MSG: 24 successful rated months (at time of board) as a First Sergeant

CSM/SGM: Highly successful rated time as a BN/BDE CSM

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

SSG: 24 successful rated months (at time of board) as a Recruiter

SFC: 24 successful rated months (at time of board) as a Station Commander

MSG: 18 successful rated months (at time of board) as a First Sergeant

CSM/SGM: Successful rated time as a BN/BDE CSM



# MOS 79R



## PHYSICAL FITNESS

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

SSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

SFC: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

MSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

CSM/SGM: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

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

SSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

SFC: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

MSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

CSM/SGM: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

## MILITARY/CIVILIAN EDUCATION/CREDENTIALS

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

SSG: ALC Distinguished Honor Graduate, Leadership awardee; Associate's degree/60 semester hours; SHRM-CP

SFC: SLC Distinguished Honor Graduate, Leadership awardee; Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree; SHRM-CP

MSG: MLC Distinguished Honor Graduate, Leadership awardee; Bachelor's degree or higher; SHRM-CP

CSM/SGM: USASMC Distinguished Honor Graduate, Leadership awardee; Master's degree; SHRM-CP

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

SSG: ALC Commandant's List; 30 to 59 semester hours; USMAP, Lean Six Sigma

SFC: SLC Commandant's List; 60 to 89 semester hours towards a Bachelor's degree; USMAP, Lean Six Sigma

MSG: MLC Commandant's List; 90 to 120 semester hours towards a Bachelor's degree; USMAP, Lean Six Sigma

CSM/SGM: USASMC Commandant's List, Bachelor's Degree; USMAP, Lean Six Sigma



# MOS 79R



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

SSG: None

SFC: AMEDD Recruiting NCO, Assistant Operations NCO, Doctrine NCO, Guidance Counselor, Instructor/Writer, Master Trainer, Operations NCO, Professional Development NCO (G-1), Research and Integration NCO, SORB Recruiter, Training Developer, Training Management, Virtual Recruiter, Virtual Recruiting Station Commander/ EO Advisor/Investigation Team NCO/Liaison NCO/SARC NCO

MSG: Faculty and Staff Development Division NCOIC/Instructor/Writer for the Company Commander-1SG Course, Research and Integration NCOIC, RRC Division Chief, Senior Guidance Counselor, Senior Master Trainer, Senior Operations NCO, Senior Professional Development NCO (G-1), Senior Personnel Development NCO, Training Management NCOIC/ Assistant Inspector General (RA and AR), Equal Opportunity Advisor, Investigation Team NCOIC, Liaison NCOIC, SARC NCOIC

CSM/SGM: BDE/BN Operations SGM, CMF 79 Proponent SGM, Production/Analysis Division SGM, Recruiting and Retention College (RRC) Department SGM, USAREC G-3 SGM/ USASMA Fellowship Instructor, USAREC Inspector General SGM, USASMA Instructor, USAREC Staff SGM positions

\* The above positions are listed by category, in alphabetical order.



U.S. ARMY



# MOS 79S

## 79S 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>Career Counselor</b>	<b>Career Counselor</b>	<b>Senior Career Counselor</b>		<b>Senior Career Counselor</b>		<b>Command Career Counselor</b> <b>Senior Career Counselor</b>		<b>Command Career Counselor</b> <b>Senior Career Counselor</b>		<b>Senior Command Career Counselor</b> <b>Command Career Counselor</b>			
<b>Military/Civilian Education/Credentials</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>		<b>MLC</b>			<b>SGM-A</b>				<b>NLC</b>			
		Associate's degree SHRM-CP	Associate's degree SHRM-CP	Associate's degree + 30 sem	Associate's degree + 30 sem			Bachelor's Degree SHRM-CP		Bachelor's Degree SHRM-CP		Master's Degree SHRM-CP			
<b>Key Developmental</b>		Career Counselor	Career Counselor Retention Operations NCO		Senior Career Counselor Retention Operations NCO			Command Career Counselor Senior Career Counselor Senior Army Retention Operations NCO (HQDA) Senior Retention Operations NCO				Senior Army Career Counselor Senior Command Career Counselor Command Career Counselor			
<b>Broadening Opportunities</b>					Instructor/Writer (RRC) HRC Analyst (RRB) Small Group Leader (NCOA)			Senior Career Management NCO (Proponent) Senior Professional Development NCO (Branch Manager) Senior HRC Analyst (RRB) Division Chief (RRC) Senior Training Developer/Writer (RRC) Retention Automation NCO				Department Director (RRC) Retention and Reclassification Branch SGM (HRC) USASMA Course Instructor			
<b>Military Training</b>								Transition NCO Course (ASI 4R) Airborne (SQ) P position dependent							
							Command Faculty Development - Instructor Course (8)		Command Faculty Development-Training Course Training and Education-Middle Management Course						



# MOS 79S



Career Counselors serve as a special staff advisor to the Commander and the CSM on all matters relating to retention, reclassification, career development, separations and attrition management.

## LEADERSHIP POSITIONS

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

**SSG**: MQ and highly enumerated rating while serving at least 24 Months as a battalion level Career Counselor

**SFC**: MQ and highly enumerated rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade, Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), Small Group Leader (NCOA), HRC Analyst (RRB)

**MSG**: MQ and highly enumerated rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO (RRC), Senior Professional Development NCO (HRC), Chief Instructor (RRC), Senior HRC Analyst (RRB), Senior Training Developer/Writer (RRC)

**SGM**: MQ and highly enumerated rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor

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

**SSG**: HQ rating while serving at least 24 Months as a battalion level Career Counselor

**SFC**: HQ rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade, Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), Small Group Leader (NCOA), HRC Analyst (RRB)

**MSG**: HQ rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO (RRC), Senior Professional Development NCO (HRC), Chief Instructor (RRC), Senior HRC Analyst (RRB), Senior Training Developer/Writer (RRC)

**SGM**: HQ rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor



# MOS 79S



## PHYSICAL FITNESS

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

SSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

SFC: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

MSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

SGM: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

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

SSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

SFC: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

MSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

SGM: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

## MILITARY/CIVILIAN EDUCATION/CREDENTIALS

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

SSG: Distinguished Honor Graduate, Distinguished Leadership Award; Associate's Degree; SHRM-CP

SFC: Distinguished Honor Graduate, Distinguished Leadership Award; Associate's Degree AND 30 Semester Hours toward Bachelor's Degree; SHRM-CP

MSG: Distinguished Honor Graduate, Distinguished Leadership Award; Bachelor's Degree; SHRM-CP

SGM: Distinguished Honor Graduate, Distinguished Leadership Award; Master's Degree; SHRM-CP

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

SSG: Commandants List; 30 or more semester hours towards degree completion; USMAP, Lean Six Sigma

SFC: Commandants List; Associate's Degree; USMAP, Lean Six Sigma

MSG: Commandants List; Associate's Degree and 30 Semester Hours toward Bachelor's Degree; USMAP, Lean Six Sigma

SGM: Commandants List; Bachelor's Degree; USMAP, Lean Six Sigma





# MOS 79S



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

**\*Soldiers in PMOS 79S are expressly prohibited from performing either permanent or temporary leadership duties such as First Sergeant, Detachment Sergeant, Platoon Sergeant, and Squad Leader.**

**SSG: Career Counselor**

**SFC: Senior Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), HRC Analyst, Small Group Leader (SLC NCOA)**

**MSG: Command Career Counselor, Senior Career Counselor, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO, Senior Professional Development NCO, Senior Analyst HRC, Division Chief RRC, Senior Trainer/Developer, Retention Automations NCO**

**SGM: Senior Army Career Counselor, Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Course Instructor**



# MOS 79S



## TRAINING

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

SSG: Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

SFC: Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

MSG: Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

SGM: Force Management Orientation Course (FMOC), Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

## OTHER Indicators

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

SSG: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

SFC: Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

MSG: Division Career Counselor of the Year or higher

SGM: USASMC Commandants List



U.S. ARMY

# MOS 79T



## 79T Talent Development Model (Title 10)

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		NA	NA	TRADOC LNO RCCC SMTC SQJ4 Instructor		SR Course Writer/Instructor SMTC Team Chief SR RCCC/SR LNO		RCC SGM TRADOC LNO SGM	
<b>Military/Civilian Education/Credentials</b>	BLC	ALC	SLC	MLC		SGM-A		NLC	
		Associate's degree		Associate's degree + 30 sem		Bachelor's Degree		Master's Degree	
		SHRM-CP		SHRM-CP		SHRM-CP		SHRM-CP	
<b>Key Development</b>			Recruiting Standards Branch (RSB) Analyst; Accession Branch NCO Attrition Management Branch NCO Advertising and Marketing NCO			Recruiting Operations Center (ROB) Waivers NCO Request, Operations NCO; RSB SR analyst OPS NCO; SR NGB RSP Support NCOIC SR NGB Accessions NCOIC		SMTC SGM; Accessions SGM; RSB SGM	
<b>Broadening Opportunities</b>			NCO Academy Small Group Leader (SGL)			79T Assignment NCO 79T SR Career Management NCO; 79T NCOA Deputy Commandant; Company 1SG 3yr Title 32 Career Development Tour (Section Chief, Region 1SG)		NGB-HRR SGM TRADOC ARNG SGM	
<b>Military Training</b>		SQJ4 Recruiting Course		Master Resiliency Course (8R) ARNG RSP Cadre Course Recruiting and Retention Team Leader Course			79T Company Pre-Command		ARNG 79T Pre-Command
						Common Faculty Development – Instructor Course (8) Equal Opportunity Course (Q) SHARP Course (18) Holistic Health & Fitness Integrator Course (P5) Guidance Counselor Course (V7)			
						ARNG Unit Retention NCO Course; Marketing NCO			



U.S. ARMY

# MOS 79T



## 79T Talent Development Model (T-32)

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>		Recruiter	Recruiter, Assistant Team Leader	Team Leader; Senior Small Group Leader		Section Chief Region 1SG		Battalion CSM Operations SGM
<b>Military/Civilian Education/Credentials</b>	BLC	ALC	SLC	MLC		SGM-A		NLC
			Associate's degree SHRM-CP	Associate's degree + 30 sem SHRM-CP		Bachelor's Degree SHRM-CP		Master's Degree SHRM-CP
<b>Key Development</b>				MEPS Guidance Counselor (GC) SR MEPS GC RRBN OPS NCO Marketing and Education Specialist IST &ISR Specialist Automation NCO Recruit and Sustainment Program Readiness NCO		SR OPS NCO SR MEPS GC SR Marketing and Education Specialist SR IST & ISR SPC		NA
<b>Broadening Opportunities</b>				RRBN SHARP/SARC NCO Equal Opportunity Leader RSP Drill Sergeant T-10 Career Development Tour (3 years) RRBN Marketing NCO Reserve Component Career Counselor (RCCC) Recruit Sustainment Program NCO TRADOC Liaison NCO (LNO)		Master Trainer T-10 Career Development Tour (3 years) Reserve Component Career		NGB-HRR Division SGM T10 ARNG Senior Enlisted USASMC Instructor T-10 FELLOWSHIP/CDP SGM Component Command Career Counselor SGM LNO SGM
<b>Military Training</b>		SQ14 Recruiting Course		Recruiting Leadership Course		79T Company Pre-Command		ARNG 79T Pre-Command
			ARNG RSP Cadre Course		Common Faculty Development – Instructor Course (8) Equal Opportunity Course (Q) SHARP Course (1B) Holistic Health & Fitness Integrator Course (P5) Guidance Counselor Course (V7)			
					ARNG Unit Retention NCO Course; Marketing NCO Course			



# MOS 79T



Recruits and retains qualified Soldiers for entry into the Army National Guard in accordance with applicable regulations. Supervise recruiting and retention activities.

## **LEADERSHIP POSITIONS**

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

SSG: 36 months of highly successful rated time as a Recruiting and Retention NCO (RRNCO), Director's 54 awardee

SFC: 24 months of highly successful rated time as a Recruiting and Retention Team Leader (RRTL), Director's 54 awardee

MSG: 24 months of highly successful rated time as a Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of highly successful rated time as a Recruiting and Retention Operations SGM

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

SSG: 36 months of successful rated time as a Recruiting and Retention NCO (RRNCO)

SFC: 24 months of successful rated time as a Recruiting and Retention Team Leader (RRTL)

MSG: 24 months of successful rate time as a successful Recruiting and Retention Section Chief, Region 1SG

CSM/SGM: 24 months of successful rated time as a Recruiting and Retention Operations SGM, CSM



# MOS 79T



## PHYSICAL FITNESS

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

SSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

SFC: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

MSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

CSM/SGM: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

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

SSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

SFC: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

MSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

CSM/SGM: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

## MILITARY/CIVILIAN EDUCATION/CREDENTIALS

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

SSG: Distinguished Honor Graduate ALC, SLC Completed; Associate's Degree; SHRM-CP

SFC: Distinguished Honor Graduate SLC, MLC Completed; Bachelor's Degree; SHRM-CP

MSG: Distinguished Honor Graduate MLC; Bachelor's Degree; SHRM-CP

CSM/SGM: Distinguished Honor Graduate USASMC, Master's Degree; SHRM-CP

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

SSG: Graduate ALC; Working towards an Associate's Degree; USMAP, Lean Six Sigma

SFC: Graduate SLC; Working towards a Bachelor's Degree; USMAP, Lean Six Sigma

MSG: Graduate MLC; Bachelor's Degree; USMAP, Lean Six Sigma

CSM/SGM: USASMC; Bachelor's Degree; USMAP, Lean Six Sigma



# MOS 79T (T10)



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

SGT: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production RRNCO).

SSG: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production RRNCO).

SFC: Recruiting Standards Branch Analyst, Accession Branch NCO, Attrition Management Branch, Advertising and Marketing NCO, NCO Academy Small Group Leader (SGLI)

MSG: Recruiting Operations Center (ROC) Waivers NCO, SR RSB SR Analyst NCO, NGB RSP NCO IC, 79T Senior Career Management NCO, 79T Assignments NCO, 79T NCOA Deputy Commandant, 3 year Title 32 Career Development Tour as a Section Chief or Region 1SG

CSM/SGM: SMTB SGM, Accession SGM, RSB SGM, NGB-HRR Division SGM, TRADOC ARNG SGM



# MOS 79T (T32)



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

SGT: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production RRNCO).

SSG: It is not recommended as these Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production RRNCO).

SFC: Operations SGT, MEPS Guidance Counselor, IST Coordinator, RSP Readiness NCO, RSP Drill Sergeant, 79T Automation NCO, Marketing and Educational Specialist, SHARP/SARC NCO, EO Leader, and T10 Career Development Tour as a RCCC, ARNG LNO NCO or a NGB Staff Position

MSG: SR MEPS GC, SR IST & ISR Specialist, SR Marketing and Education Specialist, SR OPS NCO, T10 Career Development Tour as in a NGB Staff Position, Master Trainer

CSM/SGM: NGB-HRR Division SGM, ARNG Enlisted Advisor, TRADOC LNO SGM, RCCC SGM, USASMA Instructor





# MOS 79T



## TRAINING

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

SSG: ARNG Recruit Sustainment Program (RSP) Cadre Course; Leadership awardee

SFC: ARNG Senior Leadership Course and Drill Sergeant Course; Commandant's List, Leadership Award recipient

MSG: Master Leader Course (MLC); Commandant's List, Leadership Award recipient, Highest ACFT Score recipient

CSM/SGM: NA

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

SSG: ARNG RSP Cadre Course and Instructor Course

SFC: ARNG RSP Cadre Course, Instructor Course, ARNG Liaison (LNO)/Initial Active Duty Training (IADT) Course, Transition NCO Course, Reserve Component Career Counselor Course (RCCC), Common Faculty Development – Instructor Course

MSG: Company Pre-Command Course, Master Resilience Training, Common Faculty Development – Instructor Course

CSM/SGM: United States Army Sergeants Major Academy (USASMA) Graduate

## OTHER INDICATIONS

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

SSG: Director's 54, Recruiting and Retention Rookie of the Year, RRNCO of the Quarter,

SFC: Director's 54, RRNCO of the Quarter, RSP Site of the Year

MSG: NCOIC of the Year, RSP of the Year

CSM/SGM: N/A



# MOS 79V

## 79V 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> <small>MQ rating and highly numerated ranking</small>					<b>Army Reserve Career Counselor</b>		<b>Area Leader</b>				<b>Battalion Sergeant Major</b>			
<b>Military/Civilian Education/Credentials</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>		<b>MLC</b> Associate's degree SHRM-CP		<b>SGM-A</b> Bachelor's Degree SHRM-CP				<b>NLC</b> Master's Degree SHRM-CP			
<b>Key Development</b>					OPS NCO; Officer Accessions NCO		Senior OPS NCO; BDE Operations NCO BN/Group Senior Officer Accessions NCO; Theater Retention Manager Senior Reserve Component Career Counselor Senior Command Career Counselor Group Senior IRR NCOIC; Group Reenlistment Incentives and Policies NCOIC				Senior Army Reserve Career Counselor Operations Branch Sergeant Major			
<b>Broadening Opportunities</b>					Sustainment NCO Command Career Counselor Reserve Component Career Counselor Career Manager (HRC) Instructor/Writer Training Developer		Senior Career Management NCO Senior RCCC USAR Operations NCO Senior Instructor/Writer Senior Training Developer/Writer Senior RCCC Policy Manager Senior Training Developer/Writer Senior Sustainment NCO				ARCG HQ Command Sergeant Major Chief Instructor/Writer NCO Reserve Component Career Counselor			
<b>Military Training</b>					Army Reserve Career Counselor Course Master Resiliency Course (8R)		79V SLC Common Faculty Development -Instructor Course (8) Equal Opportunity Course (Q) SHARP Course (1B) Holistic Health and Fitness Integrator (P5) 4R-Transition NCO Inspector General School (8)				MLC			



# MOS 79V



## PHYSICAL FITNESS

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

SFC: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

MSG: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

SGM: Score 540 on the ACFT w/min 80 in each event; profiles score 90 points or above in each graded event

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

SFC: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

MSG: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

SGM: Score 480 on the ACFT w/min 80 in each event; profiles score 80 points or above in each graded event

## MILITARY/CIVILIAN EDUCATION/CREDENTIALS

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

SFC: SLC Honor Grad; Associate's degree plus 30 semester hours or 90 semester hours towards a Bachelor's degree; SHRM-CP

MSG: MLC Honor Graduate; Battle Staff; Working towards Bachelor's degree or higher; SHRM-CP

SGM: USASMC Commandant's List; Master's degree or higher and/or Professional Certifications

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

SFC: SLC, Associate's degree plus 1 to 29 semester hours or 60 to 89 semester hours towards a Bachelor's degree; USMAP, Lean Six Sigma

MSG: MLC Commandant's List; 90 to 120 semester hours; USMAP, Lean Six Sigma

SGM: Bachelor's Degree; USASMC; Professional Certifications



# MOS 79V (AGR)



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

**SFC:** Battalion Operations NCO; Officer Accessions NCO, Battalion Training NCO, Group Operations Liaison, Group Operations Analyst, Group Training NCO, Group Operations NCO, Theater Retention AR Career Counselor, USAREC Retention and Transition NCO, Battalion Sustainment NCO, Instructor/Writer, Command Retention Advisor, Reserve Component Career Counselor, AGR/IRR/IMA Retention Analyst, Enlisted Accessions Manager, Talent Management NCO, OCAR Executive

**MSG:** Battalion Senior Operations NCO, Battalion Master Trainer, Group Senior Master Trainer, Group Senior Operations Liaison, Group Senior Operations NCO, Group Retention Systems Administrator, Group Organizational Developer/Writer, Senior Theatre AR Career Counselor, USAREC Senior Retention and Transition NCO, Battalion Senior Sustainment NCO, Group Knowledge Management NCO, Senior Instructor/Writer, Senior Career Management NCO, Senior Command Retention Advisor, Senior Reserve Component Career Counselor, RCT Branch Policy Manager, RCT Branch Senior Operations NCO, Retention and Enlisted HR Policy Advisor, Senior Enlisted Representative in the Ombudsman Services

**SGM:** Retention Operations Branch SGM, Chief Instructor/Writer, RCT Branch SGM, Senior Army Reserve Career Counselor, USASMA Course Instructor



# MOS 79V (TPU)



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

SFC: Battalion Operations NCO; Officer Accessions NCO, Theater Retention AR Career Counselor, Command Retention Advisor

MSG: Battalion Senior Operations NCO, Senior Theatre AR Career Counselor, Senior Command Retention Advisor

SGM: No Proponent Specific.



# MOS 79V



## TRAINING

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

SFC: Army Reserve Career Counselor Course/SLC, Honor Grad/Leadership award.

MSG: MLC if applicable.

SGM: USAMC Commandant's List.

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

SFC: Army Reserve Career Counselor Course/SLC, Commandant's List

MSG: MLC if applicable

SGM: USASMC

## OTHER INDICATIONS

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

SFC: Army Reserve Career Counselor of the Year, Sergeant Audie Murphy, Group Top Production Awards

MSG: CFD-IC, Top Area

SGM: Top BN