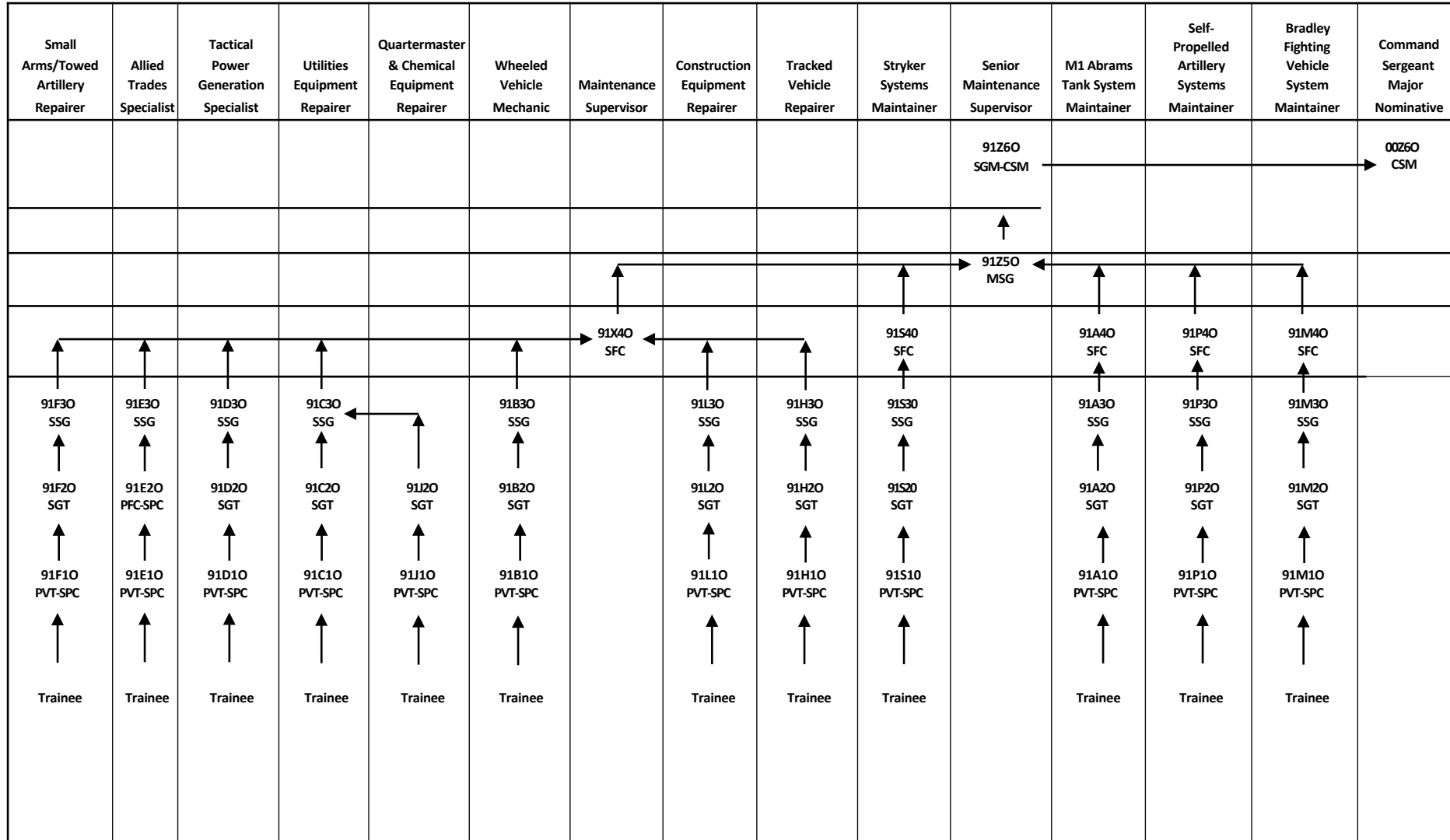




# CMF 91 Progression Chart










*Support Starts Here!*

# 91A Talent Development Model (See 91Z for MSG/SGM)

Years of Service

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

	      
<b>Critical Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Team Chief Squad Leader Sergeant Section Sergeant</p> <p>Platoon Sergeant Detachment</p> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<b>Military/Civilian Education</b>	<p>BLC</p> <p>ALC</p> <p>SLC</p> <p>Associate's Degree</p> <p>Bachelor's Degree</p> <p>ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</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 is considered favorable</small></p>
<b>Critical Development</b>	<p>Senior Abrams Tank Systems Maint Supervisor Abrams Tank System Maint Track Recovery Vehicle Supervisor</p> <p>Senior Maintenance Motor Sergeant</p> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<b>Broadening Opportunities</b>	<p>Drill Sergeant, Recruiter, Advisor, Old Guard</p> <p>SR Drill SGT, Assistant IG, Career Advisor, Career Management NCO, EOA, HRC Talent Manager, Proponent Career MNT NCO</p> <p>Joint/Strategic Assignments, Special Operations Support, Strategic Sustainment Positions, Observer, Coach, Trainer</p> <p><small>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</small></p>
<b>Military Training</b>	<p>Airborne, Air Assault, Battle Staff, MFT, Expert Soldier Badge, Ranger, Combative Level III, Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, Support Operations Phase I &amp; II, ASI-H8/H9, AMMO 62, Contracting Officer, Safety Officer Course, Joint Logistics Course, HAZMAT, CLS, Inspector General, Equal Opportunity</p> <p>1/Quarter/Year Board, Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p> <p><small>NOTE: Soldier/NCO of the Month</small></p>

*Support Starts Here!*



U.S. ARMY

# MOS 91A



The Abrams Tank System Maintainer performs and supervises field maintenance and select on-board tasks, major assembly replacement on the hull, turret, and fire control systems; inspects, test, repair, and adjust power plants, suspension systems, steering systems, hydraulic systems, auxiliary power units, fire extinguisher/suppression systems, gas particulate systems, vehicular mounted armament, gun turret drive system, and the fire control systems; performs supervisory duties, maintenance management, vehicle recovery, fault diagnostics, repair, overhaul, component/major assembly substitution, exchange and compliance with shop safety programs.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Tracked Vehicle Recovery Supervisor, SR Abrams Tank Sys MT, Abrams Tank Sys Maint

**SFC:** 24 Months in the following: Motor SGT, Abrams Tank Sys Supv, Platoon Sergeant

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Tracked Vehicle Recovery Supervisor, SR Abrams Tank Sys MT, Abrams Tank Sys Maint

**SFC:** 18+ Months in the following: Motor SGT, Abrams Tank Sys Supv, Platoon Sergeant

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91A



## 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:** NCOs at this grade refer to MOS 91Z

### **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:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** Exceeded SLC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Bachelor or higher degree; Obtain certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** Exceed SLC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing Degree

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91A



## ASSIGNMENTS

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; Instructor; Recruiter; Joint Operations; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development (SSG)**

SR Abrams Tank Sys MT, Abrams Tank Sys Maint, Tracked Vehicle Recovery Supervisor

#### **Broadening (SFC)**

HRC Talent Manager; Proponent Career Management NCO; Senior Drill Sergeant; Equal Opportunity Advisor; Senior Instructor; Training Developer/Writer; Security Forces Assistance Brigade; Assistant Inspector General NCO; Special Missions Unit; Training with Industry; Joint Assignments; Strategic Sustainment Positions; Observer/Coach/Trainer; Capabilities Developer NCO

#### **Critical Leader Development (SFC)**

Motor SGT, Abrams Tank Sys Supv, Platoon SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91A



## TRAINING

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

**SSG:** SPO Course; Ammo-62; Contracting Officer Representative Course; Modern Army Combative I; two or more ASE/TWV-ASE Certification; MFT; Joint Logistics Course; SHARP; MRT; EJPME II; Expert Soldier Badge; Lean Six Sigma certification

**SFC:** SPO Course; HAZMAT; Additional Duty Safety Officer Course; Contracting Officer Representative Course; Combative's Master Trainer; MFT; Expert Soldier Badge; Joint Logistics Course; SHARP; MRT; How the Army Runs; Six Sigma certification; BSNCO; EJPME II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Modern Army Combative; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT; one ASE/TWV-ASE Certification; Tier 2 Tactical Combat Casualty Care

**SFC:** Modern Army Combative's; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT; one ASE/TWV-ASE Certification;

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Awarded the Army Award Maintenance Excellence(AAME); Senior or Master Instructor; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Senior Instructor Badge; Senior Technician Badge

**SFC:** AAME; Master Recruiter Badge; Senior or Master Instructor; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational, and Strategic Assignments; Regimental Awards; Foreign Awards; Old Guard; Senior or Master Instructor Badge; Multi-functional Logistician PDSI; Master Technician Badge

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91B Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

	      
<b>Critical Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Team Chief Squad Leader Section Sergeant</p> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC</p> <p>Associate's Degree</p> <p>ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician, Tech Badge</p> <p><small>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</small></p>
<b>Critical Development</b>	<p>Senior Mechanic Recovery Vehicle Supervisor Motor Sergeant Maintenance Advisor</p> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<b>Broadening Opportunities</b>	<p>Instructor/Writer, Facilitator, NCOA Small Group Leader, Training Developer, Training w/ Industry</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>SFAB, Joint/Strategic Assignments, Special Operations Support, White House Communication Agent</p> <p><small>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</small></p>
<b>Military Training</b>	<p>Airborne, Air Assault, Battle Staff, Expert Soldier Badge, MFT, Ranger, Combatives Level III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, AS-H8</p> <p><small>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</small></p>



U.S. ARMY

# MOS 91B



The wheeled vehicle mechanic performs and supervises unit field level maintenance and recovery operations on wheeled vehicles, their associated trailers and material handling equipment (MHE). They also perform supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange. Supervise compliance with shop safety programs and provides technical guidance on field maintenance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Motor SGT, Recovery Veh Supv, Maintenance Advisor, Mechanic Advisor, Senior Maintenance Supervisor, Tech Intel Analyst, Technical Inspector, Support Maintenance NCO

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Motor SGT, Senior Mechanic, Recovery Veh Supv, Maintenance Advisor, Mechanic Advisor, Tech Intel Analyst, Technical Inspector, Support Maintenance NC

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*





U.S. ARMY

# MOS 91B



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91B



## ASSIGNMENTS

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development (SSG)**

Motor Sergeant, Senior Mechanic; Vehicle Recovery Supervisor,

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



# MOS 91B



## TRAINING

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

**SSG:** HAZMAT; Safety Course; Contracting Officer Representative Course; SPO Course; US Military Apprenticeship Program (USMAP); Expert Soldier Badge; MFT; SHARP; MRT; EJPME II; Lean Six Sigma certification; Ranger Training; Airborne; Air Assault,  
**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Tier 2 Tactical Combat Casualty Care; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Two or more ASE/TWV-ASE Certifications; Awarded the AAME; Senior Instructor Badge; Senior Technician Badge, Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical and Operational Assignments; Regimental Awards; Foreign Awards; Old Guard;


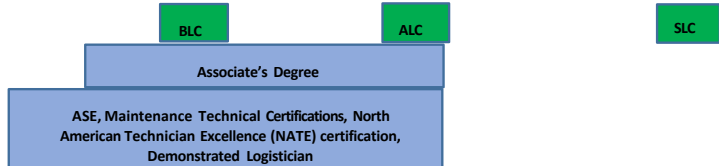
**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

# 91C Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	
<b>Critical Leadership Position</b> MQ rating and highly numerated ranking	<p>Team Chief Squad Leader Section Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<b>Military/Civilian Education</b>	 <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<b>Critical Development</b>	<p>SR QM and Chemical Equipment Repairer SR Utilities Equipment Repairer Utilities Equipment Repairer</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<b>Broadening Opportunities</b>	<p>Instructor/Writer, Facilitator, Facilitator, NCOA Small Group Leader, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>SFAB, Joint/Strategic Assignments, Special Operations Support, White House Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<b>Military Training</b>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level's I-III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Support Operations Phase I-II, Joint Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91C



The Utilities Equipment Repairer performs and supervises unit field maintenance on utilities equipment and special purpose support systems; perform supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange; supervises compliance with shop safety programs and provides technical guidance on field maintenance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: SR Utilities Equip Rep, SR QM & Chem EQ Rep, Utilities Equip Rep

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: SR Utilities Equip Rep, SR QM & Chem EQ Rep, Utilities Equip Rep

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91C



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91C



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:** Sr Utilities Equip Rep, SR QM & EQ Rep, Utilities Equip Rep

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91C



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge, HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; EJPME II; SHARP; MRT; Support Operations Phase I and Phase II; Joint Logistics Course

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z








*Support Starts Here!*



# 91D Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Team Chief Squad Leader Section Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC      ALC      SLC</p> <p>Associate's Degree</p> <p>Electrical Generator Systems Technician Certification – Apprentice, <u>Electrical Power Testing - Level HV</u>, Demonstrated Logistician</p> <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<p><b>Critical Development</b></p>	<p>SR Power-Generation Equipment Repair Sec Intel Analyst Senior Tac Power Generation Equipment Repairer</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor/Writer, Facilitator, NCOA Small Group Leader, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>SFAB, Joint/Strategic Assignments, Special Operations Support, White Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level I-III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course EJPME I, Safety Officer Course, Support Operations Phase-II, Joint Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91D



The Tactical Power Generation Specialist performs and supervises unit field maintenance functions on power generation equipment up through 200KW (except for turbine engine driven generators); performs supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component and/or major assembly substitution and exchange; supervises compliance with shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: SR Pwr-Gen Equipment Rep, Tech Intel Analyst, SR Tac Pwr Gen Equip Rep

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: SR Pwr-Gen Equipment Rep, Tech Intel Analyst, SR Tac Pwr Gen Equip Rep

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91D



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91D



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:** SR Pwr-Gen Equipment Rep, Tech Intel Analyst, SR Tac Pwr Gen Equip Rep

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91D



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP; EJPME II; MRT; Support Operations Phase I and Phase II; Joint Logistics Course

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91E Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

2

4

6

8

10

12

14

16

18

20








22

24

26

28

30

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Team Chief Squad Leader Section Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC ALC SLC</p> <p>Associate's Degree</p> <p>American Welding Society (AWS) certifications, National Institute for Metalworking Skills, (NIMS) certifications, Demonstrated Logistician</p> <p>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 is considered favorable</p>
<p><b>Critical Development</b></p>	<p>Allied Trades Specialist Supervisor Recovery Vehicle Supervisor</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>Instructor/Writer, Facilitator, NCOA Small Group Leader, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>Joint/Strategic Assignments, Special Operations Support, White House Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level I-III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Support Operations Phase I-II, Joint Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91E



The metal worker inspects, installs, modifies, performs maintenance on metal and composite material body components, radiators, fuel tanks, hulls, and accessories of Army watercraft, aviation assets, combat systems, and general-purpose equipment; primary duties center on fabricating components made of ferrous and nonferrous metals, plastics, and other materials using machine shop equipment such as lathes, milling machines, drills and presses; performs a full spectrum of metal preparations, joining processes, layout and fabrication to within tolerances of thousandths of an inch (.001”); performs ferrous and nonferrous welding processes using gas, arc, MIG and TIG; supervises preparations, painting processes, auto body repair, and fabrications; performs supervisory duties, maintenance management, recovery operations, supervise compliance with shop safety programs and provides technical guidance on field maintenance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Allied Trades Spec Sup, Recovery Veh Supv

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Allied Trades Spec Sup, Recovery Veh Supv

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91E



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*





U.S. ARMY

# MOS 91E



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:** Allied Trades Spec Sup, Recovery Vehicle Supervisor

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91E



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP MRT; Support Operations Phase I and Phase II; Joint Logistics Course; EJPME II

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91F Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Armt Maint Supv Tech Intel Analyst Armt Maint Tech Insp Maintenance Advisor</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC      ALC      SLC</p> <p>Associate's Degree</p> <p>Small Arms Repair/Gunsmithing Certifications, Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> <p>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 is considered favorable</p>
<p><b>Critical Development</b></p>	<p>ARMT Maint TECH SUPV ARMT Maint TECH INSP</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>AIT Instructor, ALC Instructor TWI, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor</p> <p>SFAB, Joint/Strategic Assignments, Special Operations Support White, House Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Support Operations Phase I-II; Joint Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91F



The small arms/towed artillery repairer performs field maintenance on small arms and towed artillery; diagnoses and troubleshoots malfunctions of small arms and towed artillery, supervise compliance with shop safety programs and provides technical guidance on field maintenance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Armt Maint Supv, Tech Intel Analyst, Armt Maint Tech Insp, Maintenance Advisor

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Armt Maint Supv, Tech Intel Analyst, Armt Maint Tech Insp, Maintenance Advisor

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91F



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91F



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:** Armt Maint Supv, Tech Intel Analyst, Armt Maint Tech Insp, Maintenance Advisor

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91F



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP; MRT; Support Operations Phase I and Phase II; Joint Logistics Course; EJPME II

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91H Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>SR Tracked Mechanic Technical Inspector Tech Intel Analyst Tracked Vehicle Recovery Supervisor</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC      ALC      SLC</p> <p>Associate's Degree</p> <p>ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<p><b>Critical Development</b></p>	<p>Senior Tracked Mechanic Technical Inspector Tracked Vehicle Recovery Supervisor</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>AIT Instructor, ALC Instructor TWI, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>Joint/Strategic Assignments, Special Operations Support, White House Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level I-III</p> <p>Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, ASH8 /H9, Support Operations Phase I-II Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>





# MOS 91H



The tracked vehicle repairer supervises and performs field maintenance on tracked vehicles; supervises maintenance vehicles, and MHE; supervises related activities including fuel and electrical system repair and maintenance; performs supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange; supervise compliance with shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Tech Intel Analyst, SR Tracked Mech, Technical Inspector, Tracked Veh Recovery Supv

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Tech Intel Analyst, SR Tracked Mech, Technical Inspector, Tracked Veh Recovery Supv

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91H



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91H



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:** Tech Intel Analyst, SR Tracked Mech, Technical Inspector, Tracked Veh Recovery Supv

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91H



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP; MRT; Support Operations Phase I and Phase II; Joint Logistics Course; EJPME II

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91L Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Senior Construction Equipment Repairer Construction Equipment Repairer Construction Equipment Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC      ALC      SLC</p> <p>Associate's Degree ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<p><b>Critical Development</b></p>	<p>Senior Construction Equipment Repairer Construction Equipment Maintenance Sergeant Construction Equipment Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>AIT Instructor, ALC Instructor TWI, Training Developer Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Joint/Strategic Assignments, Special Operations Support, SFAB, White House Communication Agency</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combatives Level II-III Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, ASI-H8/H9, Support Operations Phase HI, Joint Logistics Course</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91L



The Construction Equipment Repairer performs and supervises unit field maintenance on construction equipment which includes earthmoving, grading, compaction, lifting and loading, quarrying, rock crushing, asphalt, concrete mixing, surfacing, water pumping, air compression pneumatic tools, and powered bridging; performs supervisory duties, maintenance management, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange; supervises compliance with shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: SR Const Equip Rep, Const Equip Maint SGT, Const Equip SGT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ months in the following: SR Const Equip Rep, Const Equip Maint SGT, Const Equip SGT

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91L



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91L



## ASSIGNMENTS

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; AIT Instructor; ALC Instructor; Recruiter; Training With Industry; White House Communication Agency; Special Operations; Ranger Regiment; Special Missions Unit; Joint Assignments; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development**

**SSG:**SR Const Equip Rep, Const Equip Maint SGT, Const Equip SGT

**SFC:** Refer to MOS 91X

**MSG/SGM/CSM:** Refer to MOS 91Z

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

*Support Starts Here!*





U.S. ARMY

# MOS 91L



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP; MRT; Support Operations Phase I and Phase II; Joint Logistics Course; EJPME II  
**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT  
**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** NCOs at these grades refer to MOS 91X








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91M Talent Development Model (See 91Z for MSG/SGM)

Years of Service

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

							
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>		<p>SR BFVS Maintainer Tracked Veh Recovery</p>		<p>Platoon Sergeant Motor Sergeant Maint Control Sergeant</p>			
	<p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>						
<p><b>Military/Civilian Education</b></p>		<p>BLC</p>		<p>ALC</p>		<p>SLC</p>	
	<p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>						
<p><b>Critical Development</b></p>		<p>Senior BFVS Maintainer Trk Recovery Vehicle Supervisor</p>		<p>BFVS Supervisor Maintenance Control Sergeant FABN SR TRK MECH OC/T Motor Sergeant</p>			
	<p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>						
<p><b>Broadening Opportunities</b></p>		<p>AIT Instructor, ALC Instructor TWI, Training Developer</p>		<p>SR Instructor/Writer, EOA, Capabilities Developer NCO</p>			
		<p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p>		<p>SR Drill SGT, Career Advisor, Career Management NCO</p>			
		<p>Joint/Strategic Assignments, Special Operations Support, Assistant Inspector General NCO</p>					
	<p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>						
<p><b>Military Training</b></p>		<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combative Level III, Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, Support Operations Phase I &amp; II, ASH8/H9, AMMO 62, Contracting Officer, Safety Officer Course, Joint Logistics Course, HAZMAT, CLS, Inspector General, Equal Opportunity</p>					
		<p>arter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Disting</p>					
	<p>NOTE: Soldier/NCO of the Month/Quartermaster; Distinguished Instructor of the Quarter is considered favorable</p>						



U.S. ARMY

# MOS 91M



The Bradley Fighting Vehicle system maintainer performs and supervises field maintenance and select on-board tasks, troubleshoot and diagnose malfunctions, perform organizational maintenance on power plant, suspension systems, steering systems, fire extinguisher and/or suppression systems, gas particulate systems, vehicular mounted armament, and associated fire control systems; performs supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component and/or major assembly substitution and ex-change; supervises the compliance of shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: SR BFVS Maint, Tracked Veh Recovery Supv

**SFC:** 24 Months in the following: Platoon Sergeant, Motor SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: SR BFVS Maint, Tracked Veh Recovery Supv

**SFC:** 18+ Months in the following: Platoon Sergeant, Motor SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91M



## 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:** NCOs at these grades refer to MOS 91Z

### **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:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** Exceeded SLC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Bachelor or higher degree; Obtain certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** Exceed SLC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing Degree

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91M



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; Instructor; Recruiter; Joint Operations; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development (SSG)**

SR BFVS Maint, Tracked Veh Recovery

#### **Broadening (SFC)**

HRC Talent Manager; Proponent Career Management NCO; Senior Drill Sergeant; Equal Opportunity Advisor; Senior Instructor; Training Developer/Writer; Security Forces Assistance Brigade; Assistant Inspector General NCO; Special Missions Unit; Training with Industry; Joint Assignments; Strategic Sustainment Positions; Observer/Coach/Trainer; Capabilities Developer NCO

#### **Critical Leader Development**

**SFC:**Platoon Sergeant, Motor SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91M



## TRAINING

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

**SSG:** Support Operations Course Phase I; Airborne; Expert Soldier Badge; Ammo-62; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; Battle Staff NCO Course (BSNCOC); MFT; Joint Logistics Course; SHARP; MRT; EJPME II

**SFC:** SPO Course Phase II; HAZMAT; Additional Duty Safety Officer Course; Contracting Officer Representative Course; Combative's 3; MFT; Joint Logistics Course; SHARP; MRT; EJPME II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT **SFC:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Additional duties annotated on evaluations

**SFC:** AAME; Master Recruiter Badge; Senior or Master Instructor Badge; Master Technician Badge; Master Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational, and Strategic Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations; Multi-functional Logistician PDSI








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91P Talent Development Model (See 91Z for MSG/SGM)

Years of Service

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

	      
<b>Critical Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Team Chief Squad Leader Section Chief Sergeant</p> <p>Platoon Sergeant Detachment Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<b>Military/Civilian Education</b>	<p>BLC      ALC      SLC</p> <p>Associate's Degree      Bachelor's Degree</p> <p>ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<b>Critical Development</b>	<p>SR SP ARTY SYS MAINT      FABN MAINT OC/T  SR ARTY SRY Maint      Motor Sergeant  Tracked Vehicle Recovery SPRV</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<b>Broadening Opportunities</b>	<p>AIT Instructor, ALC Instructor TWI, Training Developer</p> <p>SR Instructor/Writer, Facilitator, SR NCOA Small</p> <p>Drill Sergeant, Recruiter, Observer Controller/Trainer, AC/RC Advisor, Old Guard</p> <p>Groups Leader, SR Drill SGT, EOA, AIG NCO, TWI, Capabilities NCO</p> <p>Joint/Strategic Assignments, Special Operations Support</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<b>Military Training</b>	<p>Airborne, Air Assault, Battle Staff, Expert Soldier Badge, MFT, Ranger, Combative Level III, Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, Support Operations Phase I &amp; II, ASI-H8/H9, AMMO 62, Contracting Officer, Safety Officer Course, Joint Logistics Course, HAZMAT, CLS, Inspector General, Equal Opportunity</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91P



The Self-propelled Artillery Systems Maintainer performs and supervises unit level and selected on-system field maintenance and recovery of all self-propelled field artillery cannon weapon systems; performs supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange; supervises compliance of shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: SR Arty Mech, Tracked Veh Recovery Supv, SR SP Arty Sys Maint

**SFC:** 24 Months in the following: Motor SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: SR Arty Mech, Tracked Veh Recovery Supv, SR SP Arty Sys Maint

**SFC:** 18+ Months in the following: Motor SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*





U.S. ARMY

# MOS 91P



## 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:** NCOs at these grades refer to MOS 91Z

### **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:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** Exceeded SLC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Bachelor or higher degree; Obtain certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** Exceed SLC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing Degree

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91P



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; Instructor; Recruiter; Joint Operations; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development (SSG)**

SR Arty Mech, Tracked Veh Recovery Supv, SR SP Arty Sys Maint

#### **Broadening (SFC)**

HRC Talent Manager; Proponent Career Management NCO; Senior Drill Sergeant; Equal Opportunity Advisor; Senior Instructor; Training Developer/Writer; Security Forces Assistance Brigade; Assistant Inspector General NCO; Special Missions Unit; Training with Industry; Joint Assignments; Strategic Sustainment Positions; Observer/Coach/Trainer; Capabilities Developer NCO

#### **Critical Leader Development**

**SFC:** Motor SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91P



## TRAINING

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

**SSG:** Support Operations Course Phase I; Airborne; Expert Soldier Badge; Ammo-62; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; Battle Staff NCO Course (BSNCOC); MFT; Joint Logistics Course; SHARP; MRT; EJPME II

**SFC:** SPO Course Phase II; HAZMAT; Additional Duty Safety Officer Course; Contracting Officer Representative Course; Combative 3-4; MFT; Joint Logistics Course; EJPME II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**SFC:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Additional duties annotated on evaluations

**SFC:** AAME; Master Recruiter Badge; Senior or Master Instructor Badge; Master Technician Badge Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational, and Strategic Assignments; Regimental Awards; Foreign Awards; Old Guard; Multi-functional Logistician PDSI; Additional duties annotated on evaluations








**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*

# 91S Talent Development Model (See 91X for SFC and 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Team Chief Squad Leader Section Sergeant</p> <p>Maintenance Control Sergeant Section Sergeant</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	<p>BLC      ALC      SLC</p> <p>Associate's Degree</p> <p>ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> <p>NOTE: Exceeded NCPDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<p><b>Critical Development</b></p>	<p>Senior Stryker Systems Maintainer Mechanic Recovery Vehicle Stryker Systems Maintainer</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>AIT Instructor, ALC Instructor TWI, Training Developer</p> <p>Drill Sergeant, Recruiter, Observer Coach/Trainer, AC/RC Advisor, Old Guard</p> <p>Joint/Strategic Assignments, Special Operations Support</p> <p>SR Instructor/Writer, Facilitator, SR NCOA Small Group Leader, SR Drill SGT, EOA, TWI, Capabilities Developer NCO, Talent Manager, Proponent Career Management NCO, Training Development, Joint Assignments, Strategic Sustainment Positions, Observer/Coach/Trainer</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combative Level III, Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, Support Operations Phase I &amp; II, ASI-H8/H9, AMMO 62, Contracting Officer, Safety Officer Course, Joint Logistics Course, HAZMAT, CLS, Inspector General, Equal Opportunity</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91S



The Stryker Systems Maintainer supervises and performs field level maintenance on the Stryker family of vehicles (M1126 Infantry Carrier Vehicle, M1127 Recon Vehicle, M1128 Mobile Gun System (MGS), M1129 Mortar Carrier, M1130 Commander's Vehicle (CV), M1131 Fire Support Vehicle (FSV), M1132 Engineer Support Vehicle (ESV), M1133 Medical Evacuation Vehicle (MEV), M1134 Anti-Tank Guided Missile (ATGM), and M1135 NBC Recon Vehicle (NBCRV); performs supervisory duties, maintenance management, recovery, fault diagnostics, repair, overhaul, component/major assembly substitution and exchange; supervises compliance of shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 24 Months in the following: Recovery Veh Supv, SR Stryker Sys Maint

**SFC:** 24 Months in the following: Section SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 18+ Months in the following: Recovery Veh Supv, SR Stryker Sys Maint

**SFC:** 18+ Months in the following: Section SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91S



## PHYSICAL FITNESS

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

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

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** ACFT score of 480 or above with 80 points in each event

**SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** Exceeded ALC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Associate or higher degree; Obtain certification/credentialing

**SFC:** Exceeded SLC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Bachelor or higher degree; Obtain certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Exceed ALC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing

**SFC:** Exceed SLC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing Degree

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91S



## **ASSIGNMENTS**

### **Broadening and Critical Leader Development**

#### **Broadening (SSG)**

Drill Sergeant; Instructor; Recruiter; Joint Operations; Strategic Sustainment Positions; Security Forces Assistance Brigade; Observer/Coach/Trainer

#### **Critical Leader Development (SSG)**

Recovery Veh Supv, SR Stryker Sys Maint

#### **Broadening (SFC)**

HRC Talent Manager; Proponent Career Management NCO; Senior Drill Sergeant; Equal Opportunity Advisor; Senior Instructor; Training Developer/Writer; Security Forces Assistance Brigade; Assistant Inspector General NCO; Special Missions Unit; Training with Industry; Joint Assignments; Strategic Sustainment Positions; Observer/Coach/Trainer; Capabilities Developer NCO

#### **Critical Leader Development**

**SFC:** Section SGT, Maint Control SGT

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91S



## TRAINING

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

**SSG:** Ranger Training; Airborne; Air Assault; Expert Soldier Badge; HAZMAT; Safety Course; Contracting Officer Representative Course; Combative's Master Trainer; ASE Certification; MFT; SHARP; MRT; Support Operations Phase I and Phase II; Joint Logistics Course; EJPME II

**SFC:** SPO Course Phase II; Expert Soldier Badge; HAZMAT; Additional Duty Safety Officer Course; Contracting Officer Representative Course; Combative 3-4; MFT; Joint Logistics Course; EJPME II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** Combative 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT **SFC:** NCOs at these grades refer to MOS 91X

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** Army Award Maintenance Excellence(AAME); Senior Instructor Badge; Senior Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Old Guard; Additional duties annotated on evaluations

**SFC:** AAME; Master Recruiter Badge; Master Technician Badge; Senior or Master Instructor Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational, and Strategic Assignments; Regimental Awards; Foreign Awards; Old Guard; Multi-functional Logistician PDSI; Additional duties annotated on evaluations

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z








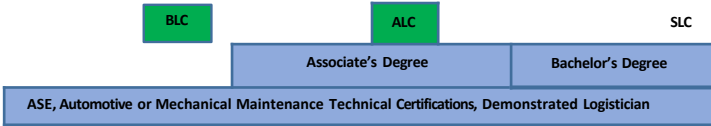
*Support Starts Here!*



# 91X Talent Development Model (See 91Z for MSG/SGM)

Years of Service

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

	      
<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p>Platoon Sergeant Detachment Sergeant Section Sergeant Maintenance Management NCO</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Military/Civilian Education</b></p>	 <p>NOTE: Exceeded NCO PDS Course Standards; Leadership Award; Distinguished Honor/Honor Graduate; Commandant's List; some college towards a degree; consistent enrollment in military education courses is considered favorable</p>
<p><b>Critical Development</b></p>	<p>Motor Sergeant Maintenance Control Sergeant Maintenance Management NCO Armt Maintenance Supervisor SR Tech Intel Analyst</p> <p>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</p>
<p><b>Broadening Opportunities</b></p>	<p>SR Instructor/Writer, Facilitator, SR NCOA Small Group Leader, SR Drill SGT, EOA, TWI, Capabilities Developer NCO, Talent Manager, Proponent Career Management NCO, Training Development, Joint Assignments, Strategic Sustainment Positions, Observer/Coach/Trainer, SFAB, White House fellowship, 75th Ranger Regiment, Advise and Assist NCO, Recruiting</p> <p>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</p>
<p><b>Military Training</b></p>	<p>Airborne, Air Assault, Expert Soldier Badge, Battle Staff, MFT, Ranger, Combative Level III, Master Resilience, SHARP-VA, Joint-Logistics Course, EJPME I, Safety Officer Course, Unit Movement Officer, Support Operations Phase I &amp; II, ASH8/H9, AMMO 62, Contracting Officer, Safety Officer Course, Joint Logistics Course, HAZMAT, CLS, Inspector General, Equal Opportunity</p> <p>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</p>



U.S. ARMY

# MOS 91X



The maintenance supervisor performs duties in preceding skill levels and provides technical guidance on field maintenance on tracked and wheeled vehicles, construction equipment, and MHE; supervises compliance with shop safety programs and use, maintenance and security of hand and shop power tools; supervises recovery operations on tracked vehicles, wheel vehicles and related activities including electrical wiring harness system troubleshooting/repair/maintenance; supervises compliance with shop safety programs and provides technical guidance.

## LEADERSHIP POSITIONS

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L

**SFC:** 24 Months in the following: Motor SGT, Maint Control SGT, Section SGT, Platoon SGT, Maint MGT NCO, SP Purp Equip Rep Supv, Armt Maint SGT, SR Tech Intel Analyst, Detachment SGT, First SGT, SP Purp Equip MGT SGT, Engr Equip Maint NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L

**SFC:** 18+ Months in the following: Motor SGT, Maint Control SGT, Section SGT, Platoon SGT, Maint MGT NCO, SP Purp Equip Rep Supv, Armt Maint SGT, SR Tech Intel Analyst, Detachment SGT, First SGT, SP Purp Equip MGT SGT, Engr Equip Maint NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



U.S. ARMY

# MOS 91X



## PHYSICAL FITNESS

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91L; 91S

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

**MSG/SGM/CSM:** NOCs at these grades refer to MOS 91Z:

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91L; 91S

**SFC:** ACFT score of 480 or above with 80 points in each event

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

## MILITARY/CIVILIAN EDUCATION

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L

**SFC:** Exceeded SLC Course Standards (DHG/HG, CL, LDRSP AWD); Obtain Bachelor or higher degree; Obtain certification/credentialing

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L

**SFC:** Exceed SLC Course Standards - Superior Academic Achievement; Some college towards a degree and or certification/credentialing Degree

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

*Support Starts Here!*



# MOS 91X



## ASSIGNMENTS

### **Broadening and Critical Leader Development**

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L

#### **Broadening (SFC)**

Career Advisor; HRC Talent Manager; Proponent Career Management NCO; Senior Drill Sergeant; Equal Opportunity Advisor; Senior Instructor; Training Developer/Writer; Security Forces Assistance Brigade; Assistant Inspector General NCO; Special Missions Unit; Training with Industry; Joint Assignments; Strategic Sustainment Positions; Observer/Coach/Trainer; Capabilities Developer NCO; US White House Fellowship; 75th Ranger Regiment; Advise and Assist NCO

#### **Critical Leader Development (SFC)**

Motor SGT, Maint Control SGT, Section SGT, Platoon SGT, Maint MGT NCO, SP Purp Equip Rep Supv, Armt Maint SGT, SR Tech Intel Analyst, Detachment SGT, First SGT, SP Purp Equip MGT SGT, Engr Equip Maint NCO

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

*Support Starts Here!*



U.S. ARMY

# MOS 91X



## TRAINING

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L;

**SFC:** SPO Course Phase II; Expert Soldier Badge; HAZMAT; Additional Duty Safety Officer Course; Contracting Officer Representative Course; Combative's Master Trainer; MFT; Joint Logistics Course; EJPME II

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

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

**SSG:** N/A

**SFC:** Combative's 1-2; CLS; HAZMAT; Local Safety Course; Master Fitness Trainer; MRT MSG/

**SGM/CSM:** NCOs at these grades refer to MOS 91Z

## OTHER INDICATORS

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

**SSG:** 91B; 91C; 91D; 91E; 91F; 91H; 91L;

**SFC:** AAME; Master Recruiter Badge; Senior or Master Instructor Badge; Master Technician Badge; Brigade or higher NCO of the Quarter and/or Year; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational, and Strategic Assignments; Regimental Awards; Foreign Awards; Old Guard; Multi-functional Logistician PDSI; Additional duties annotated on evaluations

**MSG/SGM/CSM:** NCOs at these grades refer to MOS 91Z

# 91Z5 & 91Z6 Talent Development Model

Years of Service

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

<p><b>Critical Leadership Position</b> MQ rating and highly numerated ranking</p>	<p style="text-align: center;">First Sergeant</p> <p style="text-align: center;">BN/BDE Command Sergeant Major DMC SGM Depot SGM</p> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<p><b>Military/Civilian Education</b></p>	<div style="text-align: center;"> <p>Associate's Degree      Bachelor's Degree      Master's Degree</p> <p>Project Management, ASE, Automotive or Mechanical Maintenance Technical Certifications, Demonstrated Logistician</p> </div> <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 is considered favorable</small></p>
<p><b>Critical Development</b></p>	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p><b>Operations Sergeant</b></p> <p>Senior Maintenance Supervisor</p> <p>Maintenance Control Sergeant</p> <p>Mechanical Maintenance Operations NCO</p> <p>Mechanical Maintenance MGMT NCO</p> </div> <div style="text-align: center;"> <p><b>Operations SGM</b></p> <p>Training Department SGM</p> <p>Chief Mechanical Maintenance Logistics NCO</p> <p>Chief Career Management NCO</p> <p>Support Operations NCO</p> </div> </div> <p><small>NOTE: Excelled in positions of greater responsibility and above grade is considered favorable</small></p>
<p><b>Broadening Opportunities</b></p>	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><u>Special Assignments:</u> Detachment Sergeant (SMU), SR Career Advisor, SR Career Manager, USASOC, WHCA Support, Secret Service Support, and Ranger BN</p> <p><u>Overseas Contingency Operation:</u> Force Protection NCOIC, Security NCO, Liaison NCO (LNO), Rear Detachment NCO</p> <p><u>Nontraditional Assignments:</u> Observer/Coach/Trainer, AC/RC NCO, and Army Material Command assignments</p> </div> <div style="width: 45%;"> <p><u>Special Assignments:</u> Faculty Advisor NCO Leadership Center of Excellence SGL/ Instructor/ Writer</p> <p><u>Overseas Contingency Operation:</u> Force Protection NCOIC, Security NCO, Liaison NCO (LNO)</p> <p><u>Nontraditional Assignments:</u> Observer/Coach/Trainer, AC/RC NCO, and Army Material Command assignments</p> </div> </div> <p><small>NOTE: U.S. Parachute Team; U.S. Army Marksmanship Unit; U.S. Army World Class Athlete Program; All Army Sports Team is considered favorable</small></p>
<p><b>Military Training</b></p>	<p><u>Self-Development:</u> Organizational Behavior, Expert Soldier Badge, Personnel Management, Time Management, Army Operations</p> <p><u>Institutional:</u> Airborne, Air Assault, Battle Staff NCO, Combatives HII, Safety Course</p> <p><u>Operational Training:</u> Inspector General, Equal Opportunity, SHARP, Joint Logistics Course, Support Operations Course Phase 1/2, EJPME II, Keystone Course, Nominative Seminar 1&amp;2</p> <p><small>NOTE: Soldier/NCO of the Month/Quarter/Year Board; Audie Murphy; Sergeant Morales; Drill Sergeant of the Year; Instructor of the Year; Distinguished Instructor of the Quarter is considered favorable</small></p>



U.S. ARMY

# MOS 91Z



The senior maintenance supervisor supervises, plans, coordinates, and directs the field maintenance of all mechanical equipment; serves as the principle maintenance or OPS NCO in a maintenance BN or higher-level organization; supervises personnel performing duties of- M1 Abrams Tank System Maintainer (91A4O), Bradley Fighting Vehicle System Maintainer (91M4O), Self- Propelled Artillery Systems Maintainer (91P4O), and Maintenance supervisor (91X4O). SGM will serve in positions of great responsibility at BDE and higher-level staff as well as department chief at our training institutions; most senior maintainer will now be in positions influencing large numbers of junior Soldiers and NCOs.

## LEADERSHIP POSITIONS

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** First Sergeant; Chief Mechanical Maintenance Management NCO; Special Mission Unit Squadron SGM

**SGM:** Chief Enlisted Career Manager; SR Instructor; Evaluation NCO; Department SGM

**CSM:** 30 months in position

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** HRC SR Career Advisor; 24+months First Sergeant

**SGM:** Operations SGM; Chief Mechanical Maintenance Management NCO

*Support Starts Here!*



U.S. ARMY

# MOS 91Z



## PHYSICAL FITNESS

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

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

**CSM/SGM:** ACFT score of 540 or above with 90 points in each event

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** ACFT score of 480 or above with 80 points in each event

**CSM/SGM:** ACFT score of 480 or above with 80 points in each event

## MILITARY/CIVILIAN EDUCATION

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** Exceeded MLC Course Standards; Bachelor's Degree; Completed an ASE certification

**CSM/SGM:** Exceeded SMC Standards; Master's Degree

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** Achieved MLC course standards; working towards Bachelor's Degree

**CSM/SGM:** Achieved SMC standards; working towards Master's Degree; Completed military education courses

*Support Starts Here!*





U.S. ARMY

# MOS 91Z



## ASSIGNMENTS

### **Broadening and Critical Leader Development**

**SSG/SFC: 91A; 91M; 91P; 91S; 91X**

#### **Broadening (MSG)**

Ground Maintenance Safety LNO; OD Proponent NCO, Senior Career Management NCO; Observer/ Controller and Trainer; BSNCO Course Instructor; HRC SR Career Advisor; SR/ Chief Instructor; Small group Leader; Security Forces Assistance Brigade

#### **Broadening (SGM/CSM)**

Chief Career Management NCO; SMC Instructor; SMC Chief Instructor; HRC Branch SGM; OD Force Management NCO; Observer Controller Trainer

#### **Critical Leader Development (MSG)**

SR Maint Supervisor, First Sergeant, Mech Maint Supervisor, CH Mech Maint LOG NCO, Maint Control SGT, Mech Maint MGMT NCO, Mech Maint OPS NCO, Operations NCO, Operations Sergeant

#### **Critical Leader Development (SGM/CSM)**

Support Operations SGM; Operations SGM,;BN CSM; BDE CSM, Senior Instructor; Chief Mechanical Maintenance Management NCO, Department SGM

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

*Support Starts Here!*



U.S. ARMY

# MOS 91Z



## TRAINING

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** Jumpmaster; Airborne; Air Assault; MRT; Expert Soldier Badge; HAZMAT; Safety Course; Joint Logistics Course; Master Fitness Trainer; CLS; Lean Six Sigma; MRT; SHARP-SARC; Contracting Officer Representative Course; Combative's 3; ASE Certification; excelled in various additional duties

**CSM/SGM:** Jumpmaster; Airborne; Air Assault; Expert Soldier Badge; MRT; SHARP-SARC; Safety Officer Course; Joint Logistics Course ; Combative's 3; ASE Certification; excelled in various additional duties

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

**SSG/SFC:** 91A; 91M; 91P; 91X

**MSG:** SHARP-SARC; SPO Phase II; Combatives 1-2; Master Fitness Trainer; MRT; additional duties annotated on evaluations

**CSM/SGM:** Master Fitness Trainer; MRT; HAZMAT; Safety Course; CLS; Combatives 1-2; Lean Six Sigma; Contracting Officer Representative Course

## OTHER INDICATORS

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

**SSG/SFC:** 91A; 91M; 91P; 91S; 91X

**MSG:** Army Award Maintenance Excellence(AAME); Senior or Master Instructor; Master Technician Badge; SGT Audie Murphy and/or SGT Morales; Mixture of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Multi-functional Logistician PDSI; Additional duties annotated on evaluations

**CSM/SGM:** Army Award Maintenance Excellence(AAME); Master Technician Badge; Senior or Master Instructor; SGT Audie Murphy and/or SGT Morales; Balance of Tactical, Operational Assignments; Regimental Awards; Foreign Awards; Multi-functional Logistician PDSI; Additional duties annotated on evaluations

*Support Starts Here!*