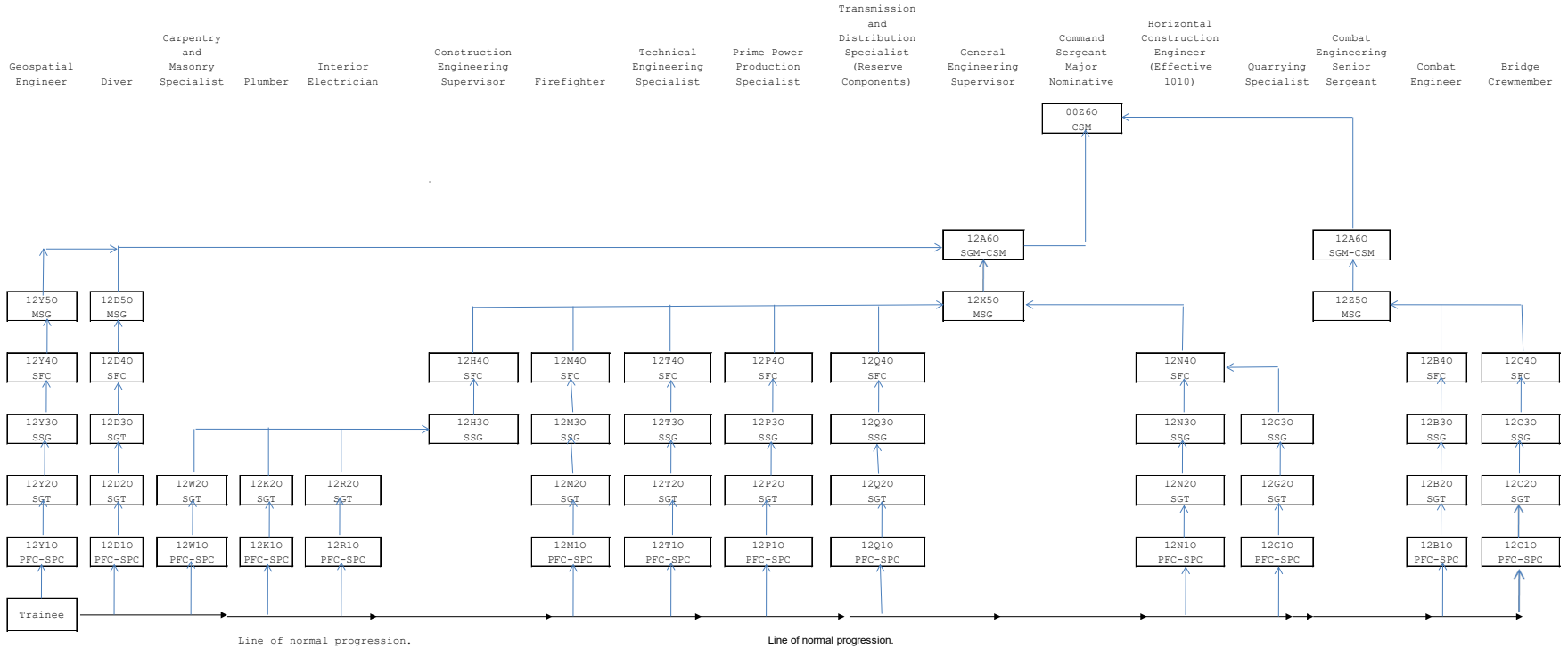




CMF 12 Career Progression Chart





CMF 12 GENERAL GUIDANCE FOR ALL MOS & GRADES



PHYSICAL FITNESS / LEADERSHIP POSITIONS

For all MOSs and grades within CMF 12 the following are applicable for Most Qualified and Highly Qualified:

PHYSICAL FITNESS

Most Qualified Looks Like: score 540 or higher on the ACFT with a minimum of 90 points in each event

Highly Qualified Looks Like: score 480 or higher on the ACFT with 80 points in each event and meet AR 600-9 requirements

LEADERSHIP POSITIONS

***Most Qualified Looks Like:** *Successfully complete a **minimum** of 24-36 months of Key Developmental time coupled with 24 months of additional successful generating or broadening assignments.

**Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.*

SSG/SFC: Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment in the following MOSs: 12 B/C/D/G/H/M/N/P/Q/T/Y. NCOs should continue to seek KD time in operational positions after completing Drill Sergeant duties to keep them competitive with their peers. *See individual MOS breakdown for additional information.*

Highly Qualified Looks Like: Successfully complete 18-24 months of Key Developmental time coupled with 12 months of additional successful generating or broadening assignments.



EDUCATION / ASSIGNMENTS

MILITARY & CIVILIAN EDUCATION

Most Qualified Looks Like: PME Distinguished Honor Graduate or Honor Graduate; Earn Credentialing or Professional Certifications that complement the NCO's career path (i.e. PMP, Lean Six Sigma, CSP, GISP, or other technical certification, etc...)

*Per DA PAM 600-25: NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion. **SSG:** should seek opportunities to pursue completion of an associate's degree. **SFC:** should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree. **MSG:** limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM.

Highly Qualified: PME Commandant's List; working towards completing professional certifications.

ASSIGNMENTS

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.



TRAINING / OTHER INDICATORS

TRAINING

Most Qualified Looks Like: NCOs who are pursuing master's level training in their respective career paths are considered Most Qualified. (i.e. NCOs assigned to a Sapper position should be Sapper qualified. NCOs assigned to an Airborne unit should be Airborne Qualified and also a Jumpmaster. NCOs assigned to an Air Assault unit should be Air Assault Qualified and a Rappel Master. NCOs assigned to an Armored unit should be Master Gunner certified.) *See individual MOS breakdown for additional information.*

Highly Qualified Looks Like: NCOs who are seeking opportunities beyond doing their normal daily duties and scope should be considered Highly Qualified.

OTHER INDICATORS

NCOs pursuing excellence by winning, NCO of the Month/Year competitions, Best Squad Competitions or seeking other ways to demonstrate excellence in their profession should be viewed favorably.



This slide Army AGR USAR Only

For all AGR MOSs and grades within CMF 12 the following are applicable for Most Qualified and Highly Qualified Looks Like:

ACTIVE/GUARD RESERVE LEADERSHIP POSITIONS

****Most Qualified Looks Like:** *Successfully complete 24-36 months of Key Developmental time coupled with 24 months of additional successful generating or broadening assignments.

*Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

** (24-36-month) timelines are not set in stone and used primarily as a guide for HRC to assess when an NCO could be moved to the next position. The strength of the NCO's file should be the determining factor when that NCO has successfully completed their time in that current position. For example, NCOs who have 48 months in a developmental position, but are rated as 'Qualified' on NCOERs would not meet the threshold of 'Most Qualified'.

AGR NCOs may fulfill the requirements of leadership time while serving in an operations NCO role ILO AGR NCOs not being afforded leadership positions in the following MOSs: 12 A/B/C/H/N/X/Z. NCOs should continue to seek KD time in operational positions when afforded the opportunity. *See individual MOS breakdown for additional information.*

SFC/MSG AGR: Assistant Operations NCO, Operations NCO.

SGM AGR: Senior Enlisted Advisor (USACE), Engineer USAR SGM (USAES), Directorate SGM G3/5/7 Engineers (USARC) TEC Operations SGM and Chief Engineer NCO.

Highly Qualified Looks Like: Successfully complete 18-24 months of Key Developmental time coupled with 12 months of additional successful generating or broadening assignments (00D/G positions for AGR NCOs).

The AGR NCO's priority should be successful completion of duty assignments at different locations (no homesteading) and at higher echelons, followed by successful duty time in broadening assignments.



CMF 12 INDIVIDUAL MOS REFERENCE SLIDES



MOS 12A

Engineer Sergeant Major (PDPC 6S or 7S) or Command Sergeant Major (PDPC 6C or 7C) competing for BN or BDE CSL appointment.

LEADERSHIP POSITIONS

CSM/SGM: *Eligibility requirements are published annually through MILPER messages

ASSIGNMENTS

NCOA Commandant, CSM Observer Coach/Trainer (OC/T), Brigade Engineer Battalion (BEB) OC/T, BDE CSM OC/T, BEB CSM Security Force Assistance Brigade (SFAB), Chief Career Management NCO, Senior Operational Advisor, Army Congressional Fellowship, HQDA Strategic Broadening Seminar Program, Information Assurance Scholarship Program, US Army Sergeant Major Academy Fellowship (Available to SGM who served in 6C/7C/7S positions)



MOS 12A

TRAINING

Most Qualified:

CSM/SGM: Air Assault, Airborne, Expert Soldier Badge, Jumpmaster, Rappel Master, Master Fitness Trainer

Highly Qualified:

CSM/SGM: Joint Engineer Operations Course (JEOC), How the Army Runs Course

MILITARY & CIVILIAN EDUCATION

Most Qualified:

CSM/SGM: USASMA Distinguished Honor Graduate or Honor Graduate; Credentialing/ Certifications; Project Management (PMP); Lean Six Sigma; Certified Safety Professional (CSP)

Highly Qualified:

CSM/SGM: USASMA Commandant's List

*Per DA PAM 600-25: "The goal of the SGMs and CSMs is to possess a bachelor's degree and work towards a graduate degree in their chosen discipline. Professional reading and college courses help the SNCOs develop organization leadership skills needed to coach, teach, and mentor Soldiers."

Although education is an important factor enhancing potential value to the Army, comparison of SMs on the basis of civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.



MOS 12B

Combat engineers conduct mobility, counter-mobility, and survivability operations in support of combat forces. The combat engineer works as a member of a team, squad, or platoon performing basic combat construction and reconnaissance missions. The combat engineer directs the construction of fighting positions and wire obstacles, conducts hasty and deliberate breaching operations, maintains and operates engineer wheeled and track vehicles, calculates, prepares, and installs priming and firing systems for demolitions.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Squad Leader, Section Leader (K9), Drill Sergeant, or Instructor (Sapper)

SFC: Minimum 24-36 months as a successful Platoon Sergeant, Detachment Sergeant (K9), Senior Drill Sergeant, Instructor (Sapper)

Highly Qualified:

SSG: 18-24 months as a successful Squad Leader or Section Sergeant (K9) coupled with 12 months of successful broadening assignments

SFC: 18-24 months as a successful Platoon Sergeant or Detachment Sergeant (K9) coupled with 12 months of successful broadening assignments

(*See Slide 6 for AGR)



MOS 12B

TRAINING

Most Qualified:

SSG: Sapper Leader Course, Bradley Leader Course, Jumpmaster School, Mine Detection Dog Handler Course, Expert Soldier Badge, Explosive Ordnance Clearance, Master Gunner

SFC: Sapper Leader Course, Battle Staff NCO Course, Bradley Leader Course, Ranger School, Expert Soldier Badge, Jumpmaster School; Master Gunner

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course, EOL, MRT, SHARP

SFC: Air Assault School, Basic Airborne Course, EOA, MRT, SHARP

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG: Security Force Assistance Brigade (SFAB), Observer- Coach/Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor, and Instructor/Writer, Defense Attaché System (DAS), Tactical NCO at USMA, and White House Fellowship Program, **Squad Leader, Section Leader (K9), Drill Sergeant, or Instructor (Sapper)**

SFC: Observer Coach/Trainer (OC/T), Security Force Assistance Brigade (SFAB), Assistant Inspector General, Equal Opportunity Advisor (EO), Sexual Assault Response Coordinators (SARC), Career Management NCO, White House Fellowship, Small Group Leader, Instructor, Instructor/Writer, Military Science Instructor, Training Developer, Schools NCO, and Military Science Instructor, **Platoon Sergeant, Detachment Sergeant (K9), Senior Drill Sergeant, Instructor (Sapper)**



MOS 12C

A bridge crewmember commands, serves, and assists as a member of a squad, section, or platoon.

A bridge crewmember directs the loading, off-loading, assembly, and disassembly of float and fixed bridges for wet and dry gap crossing operations. A bridge crewmember operates and supervises the use of bridge erection boats and rafting operations and installs and supervises the placement of kedge and overhead anchorage systems. The bridge crewmember accomplishes these tasks while staying current in basic Soldiering skills, which is necessary for today's operating environment.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months of successful Section Leader, Senior Boat Operator, or Drill Sergeant

SFC: Minimum 24-36 months of successful Platoon Sergeant or Senior Drill Sergeant

Highly Qualified:

SSG: 18-24 months of successful Section Leader or Senior Boat Operator coupled with 12 months of successful broadening assignments

SFC: 18-24 months of successful Platoon Sergeant or Senior Drill Sergeant coupled with 12 months of successful broadening assignments



MOS 12C

Training

Most Qualified:

SSG: Sapper Leader Course, Expert Soldier Badge, Explosive Ordnance Clearance

SFC: Sapper Leader Course, Battle Staff NCO Course, Expert Soldier Badge

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course, EOL, MRT, SHARP

SFC: Air Assault School, Basic Airborne Course, EOA, MRT, SHARP

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Observer-Coach/Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor, and Instructor/Writer, Defense Attaché System, White House Fellowship Program, **Section Leader, Senior Boat Operator, or Drill Sergeant**

SFC - Observer-Coach/Trainer (OC/T), Assistant Inspector General, Equal Opportunity Advisor (EO), Sexual Assault Response Coordinators (SARC), Career Management NCO, White House Fellowship, Senior Small Group Leader, Small Group Leader, Senior Instructor, Instructor, Instructor/Writer, Military Science Instructor, Tactical NCO at USMA, Training Developer, and Schools NCO, **Platoon Sergeant or Senior Drill Sergeant**



MOS 12D

Engineer Divers perform or supervise SCUBA and Surface-Supplied diving operations to a depth of 190FSW in support of General Engineering, Combat Engineering, Geospatial Survey, and Defense Support of Civil Authorities (DSCA). The Engineer Diver works as a member of a diving section, team, or detachment performing underwater port construction and rehabilitation, harbor clearance, ship's husbandry, salvage, demolition, reconnaissance, river crossing, hydrographic survey, and hyperbaric life support operations. The Engineer Diver prepares rigging and lifting devices for salvage of submerged objects; prepares patching materials and pumps for salvage of vessels; directs or supervises preparation and operation of diving power equipment to include underwater hydraulics, underwater cutting and welding, and underwater special tools; supervises, calculates, and emplaces demolitions; conduct underwater inspections and surveys to include hydrographic, side scan sonar, and remotely operated vehicle surveys.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified:

SSG: Minimum 24-36 months as a successful Diving Supervisor, Recovery Supervisor, or Drill Sergeant

SFC: Minimum 24-36 months as a successful Senior Diving Supervisor, Reconnaissance Team NCOIC, or Drill Sergeant/Sr. Drill Sergeant

MSG: Minimum 24-36 months as a successful First Sergeant



MOS 12D

KEY DEVELOPMENTAL LEADERSHIP POSITIONS CONTINUED

Highly Qualified:

SSG: 18-24 months Diving Supervisor or Recovery Supervisor coupled with 12 months of successful broadening assignments

SFC: 18-24 months as a Diving Supervisor or Reconnaissance Team NCOIC coupled with 12 months of successful broadening assignments

MSG: 18-24 months First Sergeant or Chief Diving Supervisor

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG – Instructor, Training Developer, Training With Industry (TWI), **Diving Supervisor, Recovery Supervisor, or Drill Sergeant**

SFC – Instructor, Diver Liaison NCO, **Senior Diving Supervisor, Reconnaissance Team NCOIC, or Drill Sergeant/Sr. Drill Sergeant**

MSG - Chief Diving Supervisor, Master Diver, **First Sergeant**



MOS 12D

TRAINING

Most Qualified:

SSG: Air Diver Certification, Air Diver Supervisor Certification, Army Reconnaissance, Entry Level Tender/Diver, Expert Soldier Badge, Sapper Leader Course, Training With Industry (TWI) Program

SFC: Army Reconnaissance Course, Expert Soldier Badge, Joint Engineer Operations Course (JEOC), Sapper Leader Course

MSG: Army Reconnaissance Course, Expert Soldier Badge, Joint Engineer Operations Course (JEOC)

Highly Qualified:

SSG: Basic Airborne Course, Air Assault School, EOL, MRT

SFC: Basic Airborne Course, Air Assault School, EOA, MRT

MSG: N/A



MOS 12H

The Construction Engineering Supervisor serves as a member of a squad, section, or platoon. Duties start with supervising construction repair and utility service installation of buildings. The Construction Engineering Supervisor is responsible for concrete placement, culvert placement and installation; construction of fixed bridges; and directs and supervises demolition operations.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Construction Squad Leader, General Construction Supervisor, Construction Section Leader, or Drill Sergeant

SFC: Minimum 24-36 months as a successful Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant, or Senior Drill Sergeant

Highly Qualified:

SSG: 18-24 months as a successful Construction Squad Leader, General Construction Supervisor, Construction Section Leader, coupled with 12 months of successful broadening assignments

SFC: 18-24 months as a successful Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant coupled with 12 months of successful broadening assignments



MOS 12H

TRAINING

Most Qualified:

SSG: Expert Soldier Badge, Sapper Leader Course

SFC: Battle Staff NCO Course, Expert Soldier Badge, Sapper Leader Course

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course, EOL, MRT, SHARP

SFC: Air Assault School, Basic Airborne Course, EOA, MRT, SHARP

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Construction Engineer Security Force Assistance Brigade (SFAB), Defense Attaché System (DAS), White House Fellowship Program, Observer- Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer, **Construction Squad Leader, General Construction Supervisor, Construction Operation Sergeant (SMU), Construction Section Leader, or Drill Sergeant**

SFC - Defense Attaché System (DAS), Security Force Assistance Brigade (SFAB), White House Fellowship, Observer-Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer, **Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant, or Senior Drill Sergeant**



MOS 12M

The Firefighter supervises or provides fire prevention and protection, firefighting, technical rescue, urban search and rescue and hazardous materials (HazMat) response capabilities to prevent or minimize injury, loss of life, and property and the environment throughout a range of military operations.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Station Chief, Squad Leader, or Drill Sergeant

SFC: Minimum 24-36 months as a successful Fire Chief/Chief Firefighter Supervisor/Training Developer, or Platoon Sergeant, Drill Sergeant, or BEB Fire Chief Observer-Coach/Trainer (OC/T)

Highly Qualified:

SSG: 18-24 months as a successful Station Chief or Squad Leader coupled with 12 months of successful broadening assignment

SFC: 18-24 months as a successful Fire Chief/Chief Firefighter Supervisor/Training Developer, or Platoon Sergeant coupled with 12 months of successful broadening assignments



MOS 12M

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Fire Inspector, Drill Sergeant, Instructor and Instructor Writer, Defense Attaché System (DAS), White House Fellowship Program, Recruiter, Assignment to the 911th Technical Rescue Company after successful completion of Station Chief operational assignment tour, **Station Chief, Squad Leader, or Drill Sergeant**

SFC - Chief Firefighter Supervisor/ Training Developer, Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Assistant Inspector General, White House Fellowship, Observer-Coach/ Trainer (OC/T), Instructor, and Instructor/Writer, **Fire Chief/Chief Firefighter Supervisor/Training Developer, or Platoon Sergeant, Drill Sergeant, or BEB Fire Chief Observer-Coach/Trainer (OC/T)**



MOS 12M

TRAINING

Most Qualified:

SSG: Emergency Medial Responder, Expert Soldier Badge, HazMat Incident Commander, Paramedic, Rescue Technician I, Rope Rescue I and II, Sapper Leader Course, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.

SFC: Battle Staff, Expert Soldier Badge, Fire Officer IV, Rescue Technician I, Rope Rescue I and II, Sapper Leader Course, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.

TRAINING

Highly Qualified:

SSG: Basic Airborne Course, Air Assault School, EOL, MRT, SHARP

SFC: Basic Airborne Course, Air Assault School, EOA, MRT, SHARP

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



MOS 12N

The Horizontal Construction Engineer serves as a member of a squad, team, section, or platoon. Duties start with operating heavy equipment at an apprentice level and progresses to construction equipment supervisor level. The Horizontal Construction Engineer is responsible for construction projects, obstacle emplacement, and counter obstacle operations involving construction equipment.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Squad Leader, Horizontal Construction Supervisor, General Construction Supervisor, Construction Section Leader or Drill Sergeant

SFC: Minimum 24-36 months as a successful Platoon Sergeant, Detachment Sergeant, or Senior Drill Sergeant

Highly Qualified:

SSG: 18-24 months as a successful Squad Leader, Horizontal Construction Supervisor or General Construction Supervisor, Construction Section Leader coupled with a successful broadening assignment

SFC: 18-24 months as successful Platoon Sergeant or Detachment Sergeant coupled with 12 months of successful broadening assignments



MOS 12N

TRAINING

Most Qualified:

SSG: Sapper Leader Course, Expert Soldier Badge, Training With Industry (TWI) Program

SFC: Sapper Leader Course, Battle Staff NCO Course, Expert Soldier Badge, Training With Industry (TWI) Program

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course, EOL, MRT, SHARP

SFC: Air Assault School, Basic Airborne Course, EOA, MRT, SHARP

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Defense Attaché System (DAS), Training With Industry (TWI) Program, Observer-Coach Trainer (OC/T), Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer, Construction Engineer Security Force Assistance Brigade (SFAB), **Squad Leader, Horizontal Construction Supervisor, General Construction Supervisor, Construction Section Leader or Drill Sergeant**

SFC - Career Management NCO, Defense Attaché System (DAS), Assistant Inspector General, Security Force Assistance Brigade (SFAB), Observer-Coach Trainer (OC/T), Training With Industry (TWI) Program, White House Fellowship, Small Group Leader (SGL), Recruiter, Instructor and Instructor/Writer, **Platoon Sergeant, Detachment Sergeant, or Senior Drill Sergeant**

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



MOS 12P

The prime power production specialist serves as a member of a team, squad, section, or platoon, performing electrical assessments, electrical facilities maintenance, QA/QC operations. Duties start with supervising, operating, installing, and performing organizational and sustainment level maintenance on electric power plants consisting of medium voltage power generation sets and associated auxiliary systems in support of overseas contingency bases, Forward Base Mode (FBM) sites, and Theatre High Altitude Air Defense System (THAADS) sites. Other duties include LNO and technical advisor to FEMA and other federal organizations.

LEADERSHIP POSITIONS (*See notes in red Slide 3)

Most Qualified:

SSG: Minimum 24-36 months as a successful Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator

SFC: Minimum 24-36 months as a successful Prime Power Supervisor

Highly Qualified:

SSG: 18-24 months as a successful Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator coupled with a successful broadening assignment

SFC: 18-24 months as a successful Prime Power Supervisor, Intelligence Sergeant, and Operations Sergeant coupled with a successful broadening assignment



MOS 12P

TRAINING

Most Qualified:

SSG: Expert Soldier Badge, Jumpmaster School, Sapper Leader Course, Rappel Master Course

SFC: Expert Soldier Badge, Jumpmaster School, Sapper Leader Course, Rappel Master Course

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)

SFC: Air Assault School, Basic Airborne Course, Equal Opportunity Leader (EOL) Course, Master Resiliency Trainer Course, Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Defense Attaché System (DAS), Recruiter, Instructor/Writer, Training Developer, and Facilities Project Coordinator, **Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician, or Senior Power Plant Operator**

SFC - Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Assistant Inspector General, White House Fellowship, Training Developer, and Instructor/Writer, **Prime Power Supervisor**



MOS 12T

The Technical Engineering Specialist participates in construction site development, to include technical investigation, surveying, and drafting. Develops construction plans and specifications and performs quality control inspections.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Technical Engineer NCO, Technical Topographic Survey NCO, or Drill Sergeant

SFC: Minimum 24-36 months as a successful Senior Technical Engineer NCO

Highly Qualified:

SSG: 18-24 months as a successful Technical Engineer NCO or Technical Topographic Survey NCO coupled with 12 months of a successful broadening assignment

SFC: 18-24 months as a successful Senior Technical Engineer NCO coupled with 12 months of a successful broadening assignment



MOS 12T

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Defense Attaché System (DAS), Security Force Assistance Brigade (SFAB), Small Group Leader, Instructor, Training Developer, and Horizontal Construction OC/T, **Technical Engineer NCO, Technical Topographic Survey NCO, or Drill Sergeant**

SFC - Sexual Assault Response Coordinator (SARC), Brigade Victim Advocate (VA), Equal Opportunity Advisor (EO), Inspector General Assistant, White House Fellowship, Instructor/Writer, Training Developer, and Senior Training Management NCO, **Senior Technical Engineer NCO**

TRAINING

Most Qualified:

SSG: Army Reconnaissance, Expert Soldier Badge, Jumpmaster School, Ranger School, Sapper Leaders Course

SFC: Joint Engineer Operations Course (JEOC), Jumpmaster School, Operational Contract Support Course, Ranger School, Sapper Leaders Course

Highly Qualified:

SSG: Air Assault School, Basic Airborne Course

SFC: Air Assault School, Basic Airborne Course, EOL, Inspector General (IG) Course, MRT, SHARP

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



MOS 12X

The General Engineering Supervisor supervises general engineering activities related to all construction and utility operations; assists Engineer Officers in construction planning, scheduling, and material estimates; provides staff supervision and principal NCO direction to units engaged in performing general engineering missions; inspects construction and training activities. In a company, a 12X First Sergeant is the senior enlisted Soldier in charge of the professional development, training, and welfare of the enlisted force in the company.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

MSG: Minimum 24-36 months as a successful First Sergeant or Detachment NCOIC coupled with 24 months of a successful generating or broadening assignment

Highly Qualified:

MSG: 18-24 months as a successful First Sergeant or Detachment NCOIC coupled with 12 months of a successful generating or broadening assignment



MOS 12X

TRAINING

Most Qualified:

MSG: Air Assault, Airborne, Expert Soldier Badge, Jumpmaster, Rappel Master, Master Fitness Trainer

Highly Qualified:

MSG: Joint Engineer Operations Course (JEOC)

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

MSG - Senior Career Management NCO, White House Fellowship, Engineer NCOIC (Special Operations Command), Senior Engineer NCO (Special Operations Aviation Command), Assistant Inspector General, Equal Opportunity Advisor (EOA), Senior Research Development Test & Evaluation (RDTE) NCO, Operational Advisor, Defense Attaché System, Brigade Engineer Battalion (BEB) Senior Construction Engineer Observer-Coach/Trainer (OC/T), Senior Instructor/Writer, Instructor/Writer and Senior Combat Development NCO, **First Sergeant or Detachment NCOIC**

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



MOS 12Y

The Geospatial Engineer performs a variety of duties in support of their respective command: Army Service Component Command (ASCC), corps, division, and brigade. Soldiers at all levels perform duties ranging from data extraction (feature extraction from imagery), database management (managing the inputs to and data stored within the Theater Geospatial Database), along with supporting the command's mission command/leadership requirements: supplying and managing SSGF (Standard, Sharable, and Geospatial Foundation) to and for the recognized COE (Common Operational Environment) using the Army Geospatial Enterprise (AGE). Geospatial Engineers at the corps, division, and brigade levels also include a focus on operational and tactical level analysis. Soldiers at this level of command support the combatant commanders and their staffs with tactical decision aids and other geospatial intelligence (GEOINT) products in support of combat operations, disaster relief, humanitarian support, and treaty enforcement. ASCC level Geospatial Engineers contribute to GEOINT activities by supporting intelligence missions/requirements. Geospatial Engineering activities at the ASCC level also encompass providing to and provisioning data from the Multinational Geospatial Co-Production Program (MGCP) program. Soldiers at this level of command also support Joint Task Forces in support of rapid response missions, combat operations, disaster relief, humanitarian support, and treaty enforcement.



MOS 12Y

KEY DEVELOPMENTAL LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

SSG: Minimum 24-36 months as a successful Squad Leader or Senior Geospatial Engineer Sergeant coupled with 24 months of successful broadening assignments; duties as a Drill Sergeant may fulfill the requirements for a KD leadership position

SFC: Minimum 24-36 months as a successful Senior Geospatial Engineer Sergeant coupled with 24 months of a successful broadening assignment; duties as a Sr. Drill Sergeant may fulfill the requirements for a KD leadership position

MSG: Minimum 24-36 months as a successful First Sergeant or Senior Geospatial Engineer Operations Sergeant coupled with 24 months of successful broadening assignments

Highly Qualified:

SSG: 18-24 months as a successful Squad Leader or Senior Geospatial Engineer Sergeant coupled with 12 months of a successful broadening assignment

SFC: 18-24 months as a successful Senior Geospatial Engineer Sergeant coupled with 12 months of a successful broadening assignment

MSG: 18-24 months as a successful First Sergeant or Senior Geospatial Engineer Operations Sergeant coupled with 12 months of a successful broadening assignment



MOS 12Y

TRAINING

Most Qualified:

SSG: Expert Soldier Badge, (GPC-F), Geospatial Professional Certification - Geospatial Analysis (GPC-GA-II), Joint Professional Certification Fundamentals (GPC-F), Jumpmaster School, Sapper Leader Course, Rappel Master Course

SFC: Expert Soldier Badge, Joint Engineer Operations Course (JEOC), Jumpmaster School, Sapper Leader Course, Rappel Master Course, Battle Staff NCO Course

MSG: Battle Staff NCO Course, Expert Soldier Badge, Inspector General (IG) Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT) Course, Rappel Master Course, Sapper Leader Course

Highly Qualified:

SSG:

SFC:

MSG: Air Assault School, Basic Airborne Course, Tactical Combatives Course (Level II)



MOS 12Y

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

SSG - Defense Attaché System (DAS), White House Fellowship Program, Small Group Leader (SGL), Recruiter, Instructor, and Training Developer, **Squad Leader or Senior Geospatial Engineer Sergeant, Drill Sergeant**

SFC - Defense Attaché System, White House Fellowship, Senior Small Group Leader, Instructor, and Training Developer, **Senior Geospatial Engineer Sergeant, Sr. Drill Sergeant**

MSG - Senior Instructor, Senior Career Management NCO, Senior Combat Development NCO, Defense Attaché System, White House Fellowship, Assistant Inspector General, and Equal Opportunity Advisor (EOA), **First Sergeant or Senior Geospatial Engineer Operations Sergeant**

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



MOS 12Z

In a company, the 1SG is the senior enlisted Soldier responsible for the combat readiness, safety, training, health, welfare, operational conduct, and professional development of all assigned soldiers. The Master Sergeant advises engineer staff section personnel at Battalion level and higher on matters involving combat engineer operations; coordinates employment of engineer elements operating with the maneuver units; inspects construction sites and enforces job specification and safety standards; and collects, interprets, analyzes, evaluates, and disseminates intelligence data. The combat engineering senior sergeant inspects and advises on bridging, rafting, and river crossing operations, formulates and maintains construction schedules.

LEADERSHIP POSITIONS (*See notes in red Slide 3 or 6 USAR)

Most Qualified:

MSG: Minimum 24-36 months as a successful First Sergeant coupled with 24 months of successful generating or broadening assignments

Highly Qualified:

MSG: 18-24 months as a successful First Sergeant coupled with 12 months of successful generating or broadening assignments



MOS 12Z

TRAINING

Most Qualified:

MSG: Air Assault, Airborne, Expert Soldier Badge, Jumpmaster, Rappel Master, Master Fitness Trainer

Highly Qualified:

MSG: Joint Engineer Operations Course (JEOC)

ASSIGNMENTS BROADENING & KEY DEVELOPMENT

MSG - Defense Attaché System, White House Fellowship, Assistant Inspector General, Equal Opportunity Advisor (EO), Senior Career Advisor, Senior Research Development Test & Evaluation NCO, Operational Advisor, Brigade Operations Sergeant NCOIC, BEB Senior Observer-Coach/Trainer (OC/T), Security Force Assistance Brigade (SFAB), Senior Military Science Instructor, Chief Instructor/Writer, and Senior Combat Development NCO, **First Sergeant**

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