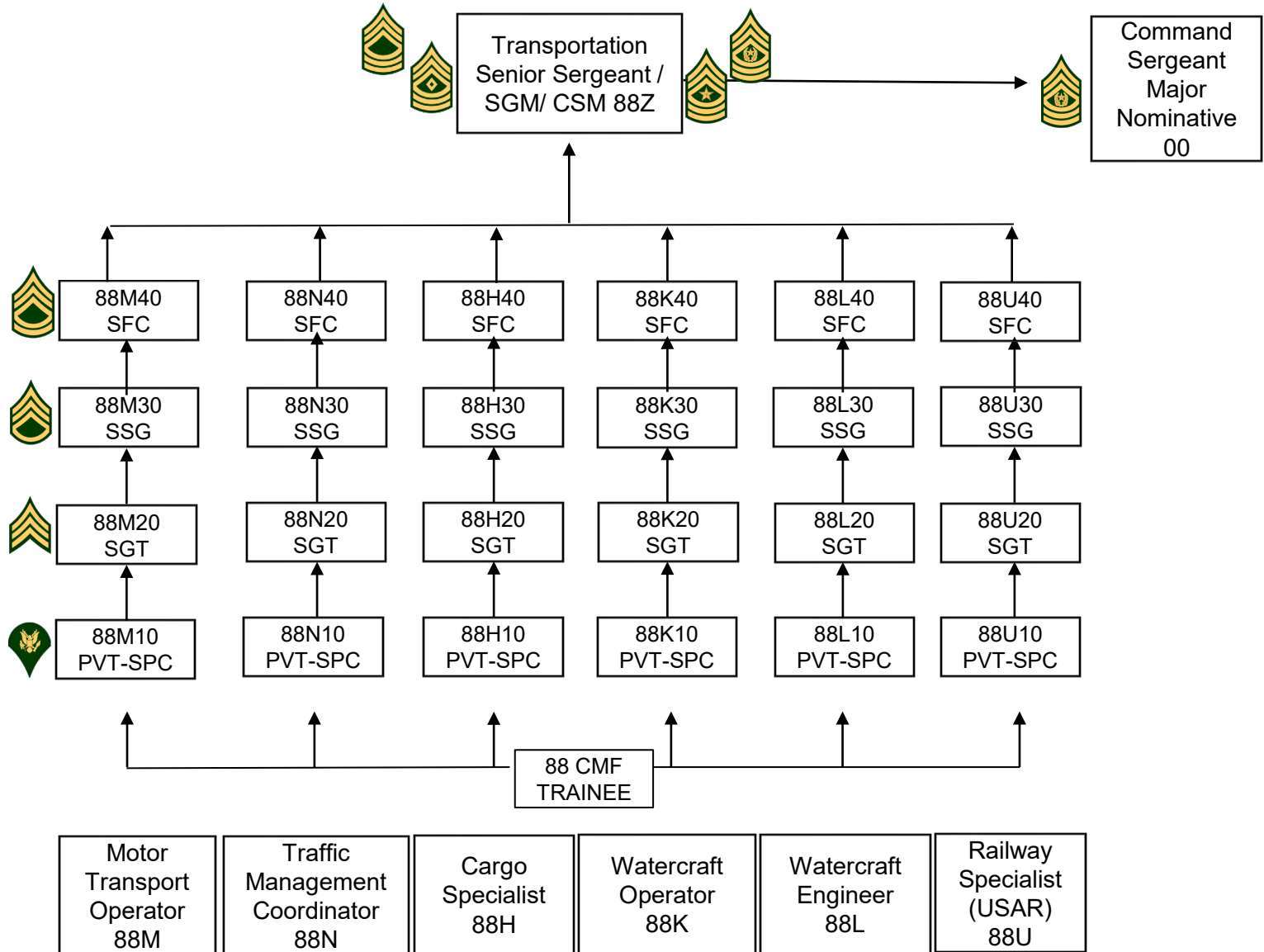




# CMF 88 Progression Chart





# CMF 88 Board Brief



For all MOSs and grades within CMF 88, the following criteria are applicable for Most Qualified and Highly Qualified evaluations

## PHYSICAL FITNESS

**Most Qualified looks like:** Score 540 or higher on the Army Combat Fitness Test with a minimum of 90 points in each event.

**Highly Qualified looks like:** Score 480-539 on the Army Combat Fitness Test with a minimum of 80 points in each event.

## LEADERSHIP POSITIONS

**\*\*Most Qualified Looks Like:** \*Successfully complete 24-36 months of Key Developmental (key development) 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'.**

**SSG/SFC:** Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of key development time if the NCO has not been afforded opportunities in an operational assignment in the following MOSs: 88 H/K/L/M/N. NCOs should continue to seek key development 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.



# CMF 88 Board Brief



## MILITARY & CIVILIAN EDUCATION

**Most Qualified Looks Like:** PME Distinguished Honor Graduate or Honor Graduate

\*Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.

**Highly Qualified:** PME Commandant's List.

## 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 if held.

## TRAINING





**Most Qualified Looks Like:** NCOs who are pursuing master's level training in their respective career paths are considered Most Qualified. 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 or seeking other ways to demonstrate excellence in their profession should be viewed favorably.

# Cargo Specialist (88H) Talent Development Model

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

|  |   |  |  |  |
|--|---|--|--|--|
|  |                                    |   |   |   |
| <b>Key Leadership Position</b><br>MQ rating and highly numerated ranking |   | <p>Cargo Checker<br/>Container Handler<br/>Senior Forklift Operator<br/>Senior Crane Operator<br/>Terminal Ops NCO</p>   | <p>Section Chief<br/>Foreman</p>   | <p>Platoon Sergeant<br/>Terminal Ops NCOIC (SDDC)<br/>Detachment SGT</p>   |
| <b>Military/Civilian Education</b>                                       | <div style="background-color: #00b050; color: white; padding: 5px; text-align: center;">BLC</div>                   |  | <div style="background-color: #00b050; color: white; padding: 5px; text-align: center;">ALC</div>  | <div style="background-color: #00b050; color: white; padding: 5px; text-align: center;">SLC</div> <div style="background-color: #00b050; color: white; padding: 5px; text-align: center; width: 30px; float: right;">MLC</div>     |
|  | <div style="background-color: #4a7ebb; color: white; padding: 5px; display: inline-block;">Associate's Degree</div> |  |  |  |
| <b>Career Development</b>  |   |  | <p>Assistant Operations SGT<br/>Terminal OPS NCO<br/>Load Planner (SDDC)<br/>Operations NCO/SGT<br/>Cargo Handler<br/>Cargo Handler NCO (SDDC)</p>   | <p>Operations SGT/NCO<br/>Cargo NCO<br/>Terminal Ops SGT<br/>Detachment Sergeant/Training NCO<br/>Cargo Handler<br/>Mobilization Deployment Planning NCOIC</p>   |
| <b>Broadening Opportunities</b>  |   |  | <div style="background-color: #ffc107; padding: 5px; text-align: center;">Drill Sergeant, Recruiter</div> <div style="background-color: #ffc107; padding: 5px; text-align: center; margin-top: 10px;">ALC Instructor</div> | <div style="background-color: #ffc107; padding: 5px;">SLC SGL; Talent Management NCO (HRC); Senior Capabilities Development NCO; Training with Industry (TWI); Inspector General NCO; Senior Instructor; Training Developer.</div> |
| <b>Military Training</b>   | Airborne, Air Assault, Ranger   |  |  |  |
|  |   | Master Fitness Trainer Course; Master Resiliency Trainer Courses; Master Driver Trainer; Operational Contracting Support; Equal Opportunity Leader Course; Victim Advocate Course; Unit Movement Officer Course; TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course |  | Senior Transportation Operations Course; Inspector General Course  |



U.S. ARMY

# Cargo Specialist (88H)



The **Cargo Specialist** provides staff supervision, policy, and guidance for personnel and cargo movements by air, rail, motor and water transport; transfers or supervises the transfer of passengers and cargo by manual and mechanical methods.

## LEADERSHIP POSITIONS

### Most Qualified looks like:

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following **Section Chief; Foreman** (equivalent to **Squad Leader**); or positions of greater responsibility; MQ and highly numerated.

\***Drill Sergeant** and **Instructors** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity of Section Chief or Foreman in the Operating Force.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Platoon Sergeant; Terminal Ops NCOIC (SDDC); Detachment Sergeant**; or positions of greater responsibility; MQ and highly numerated.

\***Senior Drill Sergeant** and **Senior Instructor** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity Platoon Sergeant; Terminal Ops NCOIC (SDDC); Detachment Sergeant in the Operating Force.

### Highly Qualified looks like:

**SSG:** Successfully served 12-18 months in one of the following **Section Chief; Foreman** (equivalent to **Squad Leader**).

**SFC:** Successfully served 12-18 months in one of the following **Platoon Sergeant; Terminal Ops NCOIC (SDDC); Detachment Sergeant**.



# Cargo Specialist (88H)



## Assignments

### **Career Development**

**SSG:** Assistant Operations Sergeant; Terminal OPS NCO; Load Planner (SDDC); Operations NCO/SGT; Cargo Handler; Cargo Handler NCO (SDDC).

**SFC:** Operations Sergeant/NCO; Cargo NCO; Terminal Operations Sergeant; Detachment Sergeant/Training NCO; Cargo Handler; Mobility Deployment Planning NCOIC.

### **Broadening**

**SSG:** Drill Sergeant; Recruiter; AIT Instructor; ALC Instructor.

**SFC:** Drill Sergeant; Recruiter; SLC SGL; Talent Management NCO (HRC); Senior Capabilities Development NCO; Training With Industry; Inspector General NCO; Senior Instructor; Training Developer.



# Cargo Specialist (88H)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



# Cargo Specialist (88H)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course; Senior Transportation Operations Course (STOC).

**SFC:** Battle Staff; Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course; Senior Transportation Operations Course (STOC).

### **Highly Qualified looks like:**

**SSG:** Integrated Computerized Deployment System (ICODES).

**SFC:** Integrated Computerized Deployment System (ICODES).

## OTHER INDICATORS

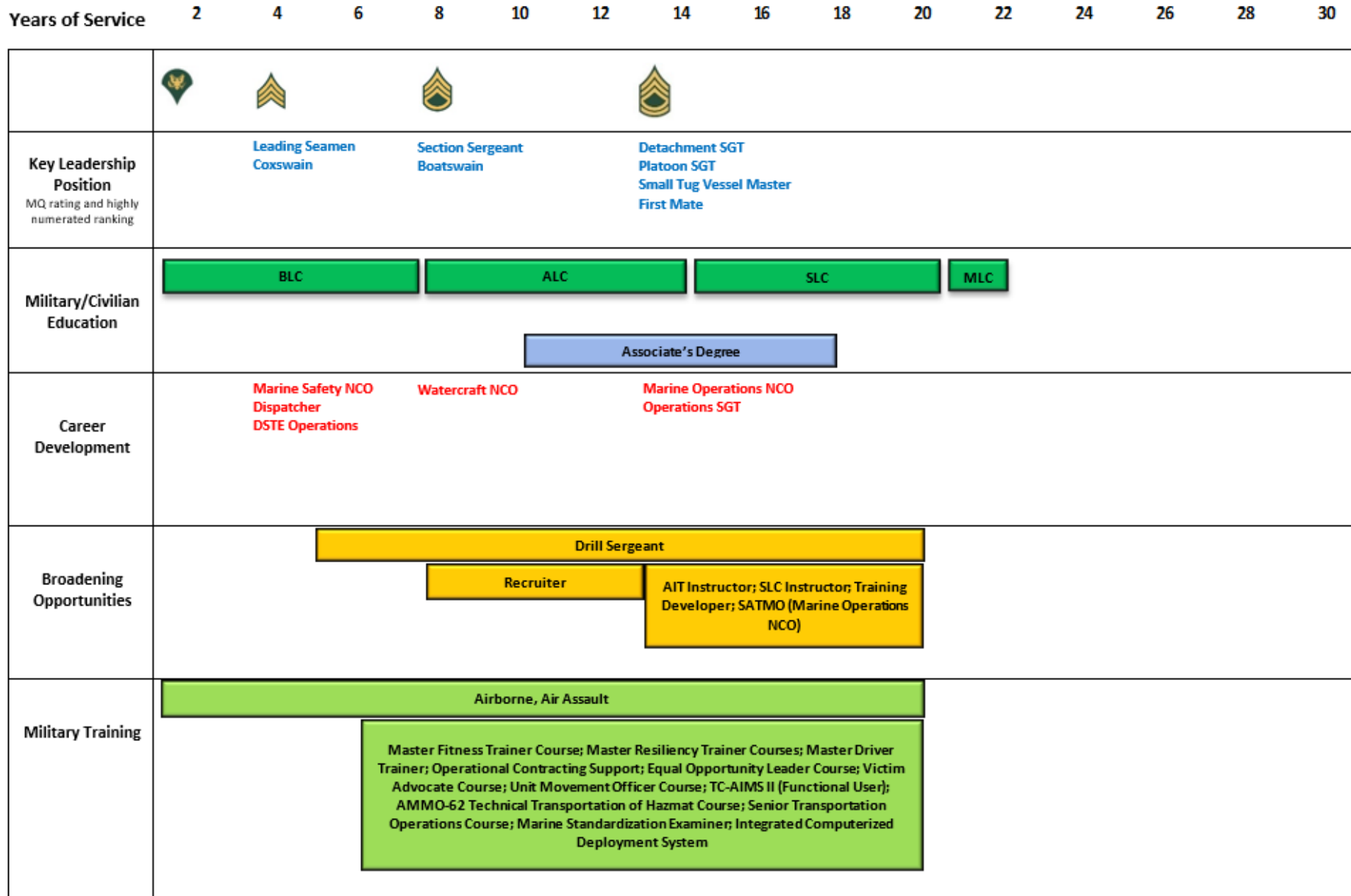
### **Most Qualified looks like:**

**SSG:** Presidential Support Driver (White House Transportation Agency); Security Force Assistance BDE (SFAB); Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Presidential Support Driver, or Highway Operations Sergeant (White House Transportation Agency); Security Force Assistance BDE (SFAB); Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.



# Watercraft Operator (88K) Talent Development Model





U.S. ARMY

# Watercraft Operator (88K)



The **Watercraft Operator** leads, operates, and performs seamanship duties on Army watercraft. MOS 88K NCOs are trained for independent watercraft operations. Serves as the watercraft subject matter expert (SME) at echelon above brigade staff positions, such as Theater or Expeditionary Sustainment Command (TSC or ESC) G-4 and Theater Movement Control Element (TMCE); provides staff supervision, policy, and guidance for personnel and cargo movement by water transportation.

## LEADERSHIP POSITIONS

### **Most Qualified looks like:**

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following **Section Sergeant; Boatswain** (equivalent to **Squad Leader**); or positions of greater responsibility; MQ and highly numerated.

\***Drill Sergeant** may fulfill the NCO's requirement for a key development leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Sergeant or Boatswain in the Operating Force.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Detachment Sergeant; Platoon Sergeant; Small Tug Vessel Master** or **First Mate** (equivalent to **Platoon Sergeant**); or positions of greater responsibility; MQ and highly numerated.

\***Senior Drill Sergeant** may fulfill the NCO's requirement for a key development leadership position if the NCO has not had an opportunity to serve in the capacity of Platoon Sergeant, First Mate or Detachment Sergeant in the Operating Force.

### **Highly Qualified looks like:**

**SSG:** Successfully served 12-18 months in one of the following **Section Sergeant; Boatswain**.

**SFC:** Successfully served 12-18 months in one of the following **Detachment Sergeant; Platoon Sergeant; Small Tug Vessel Master** or **First Mate** (equivalent to **Platoon Sergeant**).



U.S. ARMY

# Watercraft Operator (88K)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



U.S. ARMY

# Watercraft Operator (88K)



## Assignments

### **Career Development**

**SSG:** Watercraft NCO.

**SFC:** Marine Operations NCO; Operations Sergeant.

### **Broadening**

**SSG:** Drill Sergeant; Recruiter.

**SFC:** Drill Sergeant; AIT Instructor; SLC Instructor; Training Developer; SATMO (Marine Operations NCO).



# Watercraft Operator (88K)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course.

**SFC:** Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course.

### **Highly Qualified looks like:**

**SSG:** Marine Standardization Examiner (MSE); Integrated Computerized Deployment System (ICODES).

**SFC:** Marine Standardization Examiner (MSE); Integrated Computerized Deployment System (ICODES).

## OTHER INDICATORS

### **Most Qualified looks like:**

**SSG:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

# Watercraft Engineer (88L) Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20





22

24

26

28

30

|   |   |
|---|---|
|   |       |
| <b>Key Leadership Position</b><br><small>MQ rating and highly numerated ranking</small> | <p>Sr. Marine Enginem</p> <p>Assistant Marine Engineer<br/>Junior Marine Engineer</p> <p>Platoon Sergeant<br/>Assistant Engineer<br/>Small Tug Chief Engineer</p>   |
| <b>Military/Civilian Education</b>  | <p>BLC</p> <p>ALC</p> <p>SLC</p> <p>MLC</p> <p>Associate's Degree</p>   |
| <b>Career Development</b>   | <p>Marine Maint. NCO</p> <p>Marine Maintenance SGT<br/>Watercraft Engineer</p> <p>Marine Maintenance NCO<br/>Marine Maintenance Supervisor</p>  |
| <b>Broadening Opportunities</b>   | <p>Recruiter; ALC Instructor; SATMO (Junior Marine Engineer)</p> <p>AIT Instructor; SLC Instructor; Trainer Developer; SATMO (Marine Maintenance NCO)</p>   |
| <b>Military Training</b>  | <p>Airborne; Air Assault</p> <p>Master Fitness Trainer Course; Master Resiliency Trainer Courses; Master Driver Trainer; Operational Contracting Support; Equal Opportunity Leader Course; Victim Advocate Course; Unit Movement Officer Course; TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course; Senior Transportation Operations Course; Marine Standardization Examiner; Integrated Computerized Deployment System</p> |



U.S. ARMY

# Watercraft Engineer (88L)



The **Watercraft Engineer** instructs and supervises marine engine department personnel in all system maintenance. MOS 88L provides professional support and technical guidance as the maintenance expert for all Army watercraft matters in planning, supervising, and execution of Army and Department of Defense Transportation Operations at the tactical, operational, and strategic levels of war in support of offensive and defensive combat operations

## LEADERSHIP POSITIONS

### **Most Qualified looks like:**

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following **Assistant Marine Engineer** or **Junior Marine Engineer** (equivalent to **Squad Leader**); or positions of greater responsibility; MQ and highly numerated.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Platoon Sergeant; Assistant Engineer** or **Small Tug Chief Engineer** (equivalent to **Platoon Sergeant**); or positions of greater responsibility; MQ and highly numerated.

### **Highly Qualified looks like:**

**SSG:** Successfully served 12-18 months in one of the following **Assistant Marine Engineer** or **Junior Marine Engineer**.

**SFC:** Successfully served 12-18 months in one of the following **Platoon Sergeant; Assistant Engineer; Small Tug Chief Engineer**.



# Watercraft Engineer (88L)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.





U.S. ARMY

# Watercraft Engineer (88L)



## Assignments

### **Career Development**

**SSG:** Marine Maintenance Sergeant; Watercraft Engineer.

**SFC:** Marine Maintenance NCO; Marine Maintenance Supervisor.

### **Broadening**

**SSG:** Recruiter; ALC Instructor; SATMO (Junior Marine Engineer).

**SFC:** AIT Instructor; SLC Instructor; Training Developer; SATMO (Marine Maintenance NCO).



# Watercraft Engineer (88L)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course; Integrated Computerized Deployment System (ICODES).

**SFC:** Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); AMMO-62 Technical Transportation of Hazmat Course; Integrated Computerized Deployment System (ICODES).

### **Highly Qualified looks like:**

**SSG:** Marine Standardization Examiner (MSE).

**SFC:** Marine Standardization Examiner (MSE).

## OTHER INDICATIONS

### **Most Qualified looks like:**

**SSG:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.





U.S. ARMY

# Motor Transport Operator (88M)



The **Motor Transport Operator** supervises or operates wheeled vehicles to transport personnel and cargo. Operates all wheeled vehicles and equipment over rough terrain and roadways in support of combat operations; Supervises the transportation of all types of cargo and equipment; plans, manages, and monitors motor transport and support operations.

## LEADERSHIP POSITIONS

### Most Qualified looks like:

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following **Squad Leader; Section Sergeant; Senior Vehicle Operator; Senior Driver;** or positions of greater responsibility; MQ and highly numerated.

**\*Drill Sergeant** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity of Squad Leader; Section Sergeant; Senior Vehicle Operator; Senior Driver; Assistant Truckmaster.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Platoon Sergeant; Section Sergeant; Truckmaster; Detachment Sergeant;** or positions of greater responsibility; MQ and highly numerated.

**\*Senior Drill Sergeant** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity of Platoon Sergeant, Section Sergeant; Truckmaster; Detachment Sergeant.

### Highly Qualified looks like:

**SSG:** Successfully served 12-18 months in one of the following **Squad Leader; Section Sergeant; Senior Vehicle Operator; Senior Driver; Assistant Truckmaster.**

**SFC:** Successfully served 12-18 months in one of the following **Platoon Sergeant; Section Sergeant; Truckmaster.**



U.S. ARMY

# Motor Transport Operator (88M)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



U.S. ARMY

# Motor Transport Operator (88M)



## Assignments

### Career Development

**SSG:** Master Driver Trainer; Heavy Vehicle Driver; Driver; Chauffeur; Operations Sergeant/NCO.

**SFC:** Highway Operations Sergeant; Operations Sergeant; Master Driver; Master Driver Trainer; Chauffeur.

### Broadening

**SSG:** Recruiter; ALC Instructor; Observer Coach/Trainer (OC/T); BLC SGL; Drill Sergeant; Driver Test Sergeant; Tactical Vehicle Coordinator.

**SFC:** Logistics Advisor NCOIC (Security Forces Assistance Brigade); Presidential Support Driver or Highway Operations Sergeant (White House Transportation Agency); BLC SSGL; AIT Instructor; SLC Instructor; ALC Instructor; Training Developer; Observer Coach/Trainer (OC/T); Instructor; Sexual Assault Response Coordinator (SARC); Inspector General NCO; Equal Opportunity Advisor; Recruiter; Talent Management NCO (Human Resources Command); Tactical NCO (United States Military Academy West Point).



# Motor Transport Operator (88M)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); Support Operations Course; Senior Transportation Operations Course.

**SFC:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); Support Operations Course; Senior Transportation Operations Course.

### **Highly Qualified looks like:**

**SSG:** Commercial Drivers License (CDL); Master Driver Trainer (ASI M9); AMMO-62 Technical Transportation of Hazmat Course; LE/LI.

**SFC:** Commercial Drivers License (CDL); Master Driver Trainer (ASI M9); AMMO-62 Technical Transportation of Hazmat Course; LE/LI.

## OTHER INDICATORS

### **Most Qualified looks like:**

**SSG:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

# Transportation Management Coordinator (88N) Talent Development Model

Years of Service

2

4

6

8

10

12

14

16

18

20





22

24

26

28

30

|   |   |
|---|---|
|   |       |
| <b>Key Leadership Position</b><br><small>MQ rating and highly numerated ranking</small> | <p><b>Movements NCO</b></p> <p><b>Movements Supervisor</b><br/><b>Trans MGT Supervisor</b></p> <p><b>Detachment SGT</b><br/><b>Senior Movements NCO</b><br/><b>Chief Movements Supervisor</b></p>   |
| <b>Military/Civilian Education</b>  | <p><b>BLC</b>      <b>ALC</b>      <b>SLC</b>      <b>MLC</b></p> <p><b>Associate's Degree</b></p>  |
| <b>Career Development</b>   | <p><b>Trans MGT NCO</b>      <b>Movements NCO</b>      <b>Staff Movements NCO</b><br/><b>Operations SGT</b><br/><b>Trans Logistics NCO</b></p>  |
| <b>Broadening Opportunities</b>   | <p><b>Drill Sergeant, Recruiter, Instructor, Special OPS</b></p> <p><b>Operations SGT, TRANS MGT NCO (White House Communications Agency), TRANS MGMT NCO (Special Mission Units)</b></p> <p><b>AIT Instructor ; ALC Instructor; Joint Mobility Operations NCO; Joint Air Transportation NCO; JOPES Planning NCO; Force Generation NCO; Observer Coach/Trainer (OC/T)</b></p> <p><b>Logistics Advisor NCOIC (SFAB); Chief Movements Supervisor (WHTA); Observer Coach/Trainer ; SARC; Maintenance Logistician; Trainer Developer; SLC Instructor; Talent Management NCO (HRC); VA; Career Management NCO; Senior Training MGT NCO; AIT Instructor; UMODPC Instructor</b></p> |
| <b>Military Training</b>  | <p><b>Airborne, Air Assault, Jumpmaster; Ranger</b></p> <p><b>Battle Staff (ASI25); MFT Course; MRT Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); EOL Course; VA Cours; UMODPC; TC-AIMS II (Functional User); Integrated Computerized ICODES; AMMO-62 Hazmat Course; JOPES</b></p>   |





U.S. ARMY

# Transportation Management Coordinator (88N)



The **Transportation Management Coordinator** supervises, monitors, controls and coordinates the movement of personnel, equipment, and cargo by air, rail, highway and water and determines the most efficient mode of transport that accomplishes mission requirements. Supervise cargo documentation and movement control units for all transportation modes.

## LEADERSHIP POSITIONS

### Most Qualified looks like:

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following: **Transportation Management Supervisor** or **Movements Supervisor** (equivalent to **Squad Leader**); or positions of greater responsibility; MQ and highly numerated.

\***Drill Sergeant** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity of Transportation Management Supervisor or Movements Supervisor.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Detachment Sergeant; Senior Movements NCO** or **Chief Movements Supervisor** (equivalent to **Detachment Sergeant** or **Platoon Sergeant**); or positions of greater responsibility; MQ and highly numerated.

\***Senior Drill Sergeant** or **Senior Instructor** may fulfill the NCO's requirement for a leadership position if the NCO has not had an opportunity to serve in the capacity of Detachment Sergeant; Senior Movements NCO; Chief Movements Supervisor.

### Highly Qualified looks like:

**SSG:** Successfully served 12-18 months in one of the following: **Transportation Management Supervisor** or **Movements Supervisor**.

**SFC:** Successfully served 12-18 months in one of the following: **Detachment Sergeant; Senior Movements NCO** or **Chief Movements Supervisor**.



U.S. ARMY

# Transportation Management Coordinator (88N)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



# Transportation Management Coordinator (88N)



## Assignments

### **Career Development**

**SSG:** Movements NCO.

**SFC:** Staff Movements NCO; Operations Sergeant; Transportation Logistics NCO.

### **Broadening**

**SSG:** Recruiter; Drill Sergeant; AIT Instructor; ALC Instructor; Joint Mobility Operations NCO; Joint Air Transportation NCO; JOPES Planning NCO; Force Generation NCO; Observer Coach/Trainer (OC/T).

**SFC:** Logistics Advisor NCOIC (Security Forces Assistance Brigade); Chief Movements Supervisor (White House Transportation Agency); Observer Coach/Trainer (OC/T); Sexual Assault Response Coordinator (SARC); Maintenance Logistician; Trainer Developer; SLC Instructor; Talent Management NCO (HRC); Victim Advocate (VA); Career Management NCO; Senior Training Management NCO; AIT Instructor; Unit Movement Officer Deployment Planning Course (UMODPC) Instructor; Drill Sergeant; Recruiter.



# Transportation Management Coordinator (88N)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Support Operations Course; Senior Transportation Operations Course.

**SFC:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course; Support Operations Course; Senior Transportation Operations Course.

### **Highly Qualified looks like:**

**SSG:** Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course; Joint Operational Planning and Execution System (JOPES).

**SFC:** Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES).

## OTHER INDICATORS





### **Most Qualified looks like:**

**SSG:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

# Railway Specialist (88U) Talent Development Model

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

|   |   |
|---|---|
|   |       |
| <b>Key Leadership Position</b><br><small>MQ rating and highly numerated ranking</small> | <p style="text-align: center;"> <span style="margin-right: 100px;">Railway Advisor</span> <span>Railway Advisor</span> <span style="margin-left: 100px;">Senior Railway Advisor</span> </p>   |
| <b>Military/Civilian Education</b>  | <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #00b050; color: white; padding: 5px; border: 1px solid black;">BLC</div> <div style="background-color: #00b050; color: white; padding: 5px; border: 1px solid black;">ALC</div> <div style="background-color: #00b050; color: white; padding: 5px; border: 1px solid black;">SLC</div> <div style="background-color: #00b050; color: white; padding: 5px; border: 1px solid black;">MLC</div> </div> <div style="text-align: center; margin-top: 20px;"> <div style="background-color: #8eb9e2; color: black; padding: 5px; border: 1px solid black; display: inline-block;">Associate's Degree</div> </div> |
| <b>Key Development</b>  | <p style="text-align: center; color: red;"> <span style="margin-right: 100px;">Railway Advisor</span> <span>Railway Advisor</span> <span style="margin-left: 100px;">Senior Railway Advisor</span> </p>   |
| <b>Broadening Opportunities</b>   | <div style="text-align: center; margin-bottom: 20px;"> <div style="background-color: #ffc107; color: black; padding: 5px; border: 1px solid black; display: inline-block;">Drill Sergeant, Instructor</div> </div> <div style="text-align: center;"> <div style="background-color: #ffc107; color: black; padding: 5px; border: 1px solid black; display: inline-block;">SR Drill Sergeant, SARC, EOA, Assistant IG</div> </div>  |
| <b>Military Training</b>  | <div style="text-align: center; margin-bottom: 20px;"> <div style="background-color: #92d050; color: black; padding: 5px; border: 1px solid black; display: inline-block;">Ranger, Airborne, Air Assault, Battle Staff, How the Army Runs/Force Management, Joint Military Attaché, Master Resilience, SHARP</div> </div> <div style="text-align: center;"> <div style="background-color: #92d050; color: black; padding: 5px; border: 1px solid black; display: inline-block;">Drill Sergeant, Recruiter</div> </div>  |



U.S. ARMY

# Railway Specialist (88U)



The **Railway Specialist** provides rail network capability and infrastructure assessments. Performs and assists with rail planning. Coordinates the use of Host nation or contracted rail assets. Establishes liaison with using agencies and representatives of civilian and military railroads. Manages personnel engaged in railway operations.

## LEADERSHIP POSITIONS

### **Most Qualified looks like:**

**SSG:** Demonstrated exceptional duty performance for 24 months in one of the following **Rail Advisor** (equivalent to **Squad Leader**); or positions of greater responsibility; MQ and highly numerated.

**SFC:** Demonstrated exceptional duty performance for 24 months in one of the following **Senior Rail Advisor** (equivalent to **Platoon Sergeant**); or positions of greater responsibility; MQ and highly numerated.

### **Highly Qualified looks like:**

**SSG:** Successfully served 12-18 months in one of the following **Rail Advisor**.

**SFC:** Successfully served 12-18 months in one of the following **Senior Rail Advisor**.



# Railway Specialist (88U)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**SSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**SFC:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**SSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**SFC:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**SSG:** ALC/SLC Distinguished Honor/Honor Graduate; Leadership Award.

**SFC:** SLC/MLC Distinguished Honor/Honor Graduate; Leadership Award.

### Highly Qualified looks like:

**SSG:** ALC/SLC Commandant's list.

**SFC:** SLC/MLC Commandant's list.

\*Per DA PAM 600-25: "SFCs should strive to complete a degree program or accumulate 2 years of college credit towards an associate's degree".

Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



**U.S. ARMY**

# Railway Specialist (88U)



## Assignments

### **Career Development**

**SSG:** Rail Advisor.

**SFC:** Senior Rail Advisor.

### **Broadening**

**SSG:** AIT Instructor, ALC Instructor.

**SFC:** AIT Instructor, ALC Instructor.





# Railway Specialist (88U)



## TRAINING

### **Most Qualified looks like:**

**SSG:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course. Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES).

**SFC:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course. Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES).

### **Highly Qualified looks like:**

**SSG:** Rail Head Operations Group Training Course; Track Inspection Certification; Locomotive Engineer Certification; Locomotive Conductor Certification.

**SFC:** Rail Head Operations Group Training Course; Track Inspection Certification; Locomotive Engineer Certification; Locomotive Conductor Certification.




## OTHER INDICATORS

### **Most Qualified looks like:**

**SSG:** Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

**SFC:** Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year; Instructor of the Year Award; Transportation Corps NCO of the Year.

# Transportation Senior Sergeant (88Z) Talent Development Model

| Years of Service  | 2 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18  | 20 | 22  | 24  | 26  | 28 | 30 |
|---|---|---|---|---|----|----|----|----|---|----|-----|---|---|----|----|
|   |   |   |   |   |    |    |    |    |    |    |     |    |  |    |    |
| <b>Key Leadership Position</b><br><small>MQ rating and highly numerated ranking</small> |   |   |   |   |    |    |    |    | First Sergeant<br>Operations Sergeant<br>Senior Truckmaster   |    |     | BN/BDE CSM<br>SDDC BN SGM<br>Senior Enlisted Advisor  |   |    |    |
| <b>Military/Civilian Education</b>  |   |   |   |   |    |    |    |    | MLC   |    | SMC |   |   |    |    |
|   |   |   |   |   |    |    |    |    | Bachelor's Degree   |    |     |   | Master's Degree   |    |    |
| <b>Career Development</b>   |   |   |   |   |    |    |    |    | Transportation Supervisor   |    |     | Senior Transportation Supervisor<br>OPS SGM   |   |    |    |
| <b>Broadening Opportunities</b>   |   |   |   |   |    |    |    |    | <p>TC Quality Assurance Senior NCO; Senior Talent Management NCO (HRC); SLC Chief Instructor; Instructor; Inspector General NCO; Detachment Sergeant; European Detachment NCOIC Operations Sergeant (White House Transportation Agency)</p>   |    |     | <p>Instructor; Logistics Proponent NCO; Senior Career Management NCO; Inspector General SGM; Senior Instructor (MTOC SGM); Senior Enlisted Advisor (White House Transportation Agency).</p> |   |    |    |
| <b>Military Training</b>  |   |   |   |   |    |    |    |    | <p>Battle Staff (ASI 25); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course. Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES); Support Operations Course; Senior Transportation Operations Course</p> |    |     |   |   |    |    |



U.S. ARMY

# Transportation Senior Sergeant (88Z)



The **Transportation Senior Sergeant** supervises the operation and control of movement for personnel and cargo by air, rail, motor transport and water, maintenance-of-way, maintenance of equipment and is a technical expert on all matters relating to transportation operations. Manages and coordinates the operation and maintenance of Army watercraft and maintains records of strength, location and employment of railway personnel and equipment.

## LEADERSHIP POSITIONS

### **Most Qualified looks like:**

**MSG:** Demonstrated exceptional duty performance for 24 months in one of the following **First Sergeant; Operations Sergeant; Senior Truckmaster;** or positions of greater responsibility; MQ and highly numerated.

**CSM/SGM:** Demonstrated exceptional duty performance for 24 months in one of the following **Command Sergeants Major; Battalion Sergeants Major; Senior Enlisted Advisor;** MQ and highly numerated.

### **Highly Qualified looks like:**

**MSG:** Successfully served 12-18 months in one of the following **First Sergeant; Operations Sergeant; Senior Truckmaster.**

**CSM/SGM:** Successfully served 12-18 months in one of the following **Command Sergeants Major; Battalion Sergeants Major; Senior Enlisted Advisor.**



U.S. ARMY

# Transportation Senior Sergeant (88Z)



## ARMY COMBAT FITNESS TEST

### Most Qualified Looks Like

**MSG:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

**CSM/SGM:** Score 540 or higher on the ACFT with a minimum of 90 points in each event.

### Highly Qualified

**MSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

**CSM/MSG:** Score 480 or higher on the ACFT and meet AR 600-9 requirements.

## MILITARY / CIVILIAN EDUCATION

### Most Qualified looks like:

**MSG:** MLC Distinguished Honor/Honor Graduate; Leadership Award.

**CSM/SGM:** SGM-A Distinguished Honor/Honor Graduate.

### Highly Qualified looks like:

**MSG:** MLC Commandant's list.

**CSM/SGM:** SGM-A Commandant's list.

\*Although education is an important factor enhancing potential value to the Army, comparison of SMs based on 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.



U.S. ARMY

# Transportation Senior Sergeant (88Z)



## Assignments

### **Career Development**

**MSG:** Transportation Supervisor.

**CSM/SGM:** Senior Transportation Supervisor; Operations Sergeants Major.

### **Broadening**

**MSG:** TC Quality Assurance Senior NCO; Senior Talent Management NCO (HRC); SLC Chief Instructor; Instructor; Inspector General NCO; Detachment Sergeant; European Detachment NCOIC; Operations Sergeant (White House Transportation Agency).

**CSM/SGM:** Instructor; Logistics Proponent NCO; Senior Career Management NCO; Inspector General SGM; Senior Instructor (MTOC SGM); Senior Enlisted Advisor (White House Transportation Agency).



# Transportation Senior Sergeant (88Z)



## TRAINING

### **Most Qualified looks like:**

**MSG:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course. Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES); Support Operations Course; Senior Transportation Operations Course.

**CSM/SGM:** Battle Staff (ASI 2S); Master Fitness Trainer (MFT) Course; Master Resiliency Trainer (MRT) Courses; Master Driver Trainer (ASI M9); Operational Contracting Support (ASI 3C); Equal Opportunity Leader (EOL) Course; Victim Advocate (VA) Course. Unit Movement Officer Deployment Planning Course (UMODPC); TC-AIMS II (Functional User); Integrated Computerized Deployment System (ICODES); AMMO-62 Technical Transportation of Hazmat Course. Joint Operational Planning and Execution System (JOPES); Support Operations Course; Senior Transportation Operations Course.

## OTHER INDICATORS

### **Most Qualified looks like:**

**MSG:** Security Forces Assistance Brigade (SFAB); Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales; NCO of the Quarter/Year.

**CSM/SGM:** Security Forces Assistance Brigade (SFAB); Ranger School; Air Assault Course; Airborne Course; Instructor Badge; Expert Soldier Badge; Sergeant Audie Murphy; Sergeant Morales.