

# **CMF 35 Progression Chart**

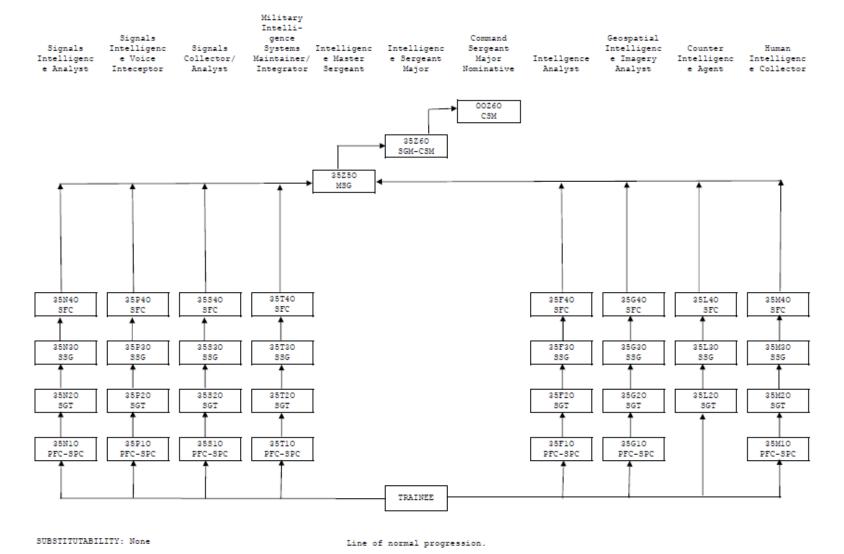


Figure 10-35. CMF 35 - Military Intelligence career progression (Effective 20201001)

### **CMF 35 Considerations**

#### **INDIVIDUAL MOBILIZATION AUGMENTEE (IMA) POSITIONS**

IMA billets are embedded with Active Army, OSD, Joint Staff, or Non-DoD Agencies. There are no key leadership positions in the IMA program, such as First Sergeant or Command Sergeants Major. Therefore, the lack of these assignments should not be held against the potential of a Soldier.

#### **AGR PROGRAM**

Positions are limited to the following Skill Levels (SL) by MOS:

- 35F, 35G, and 35L (SL 2-4)
- 35M and 35N (SL 3-4)
- 35P (SL 4)
- 35T (SL 1-2)
- 35S (Not applicable in AGR)



## 35F Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	*												RCF		
Key Developmental Position  MQ rating and highly enumerated ranking		24+ Mo -Team L -NCOIC	_eader	24+ Months -Squad Lead -NCOIC		- - -	24+ Months as: Platoon SGT NCOIC Detachment SG SEA/SEL	ìΤ							
Military/Civilian Education			BLC		ALC Some C	ollege/Prof	SLC fessional Ce	rtifications							
Operating Assignments	- Intelligent - OSINT Ar - Collectior - Intelligent Surveilland Reconnais Synchroniz Manager - SMU* - Special C Support* - Security I Assistance (SFAB)* - Ranger R	nalyst I Manager ce, e, and sance (ISR) ration  perations  Force  Brigade	- TEC - OSIN - Colle - Targg - Secu - SMU - Spec Suppo - SFAI - Rang	cial Operations ort*	- SR - Col - SR - Sec - Op - SM - Spe Supp - SF/ - Rai	ecial Operation ort*	er lyst ns			is MOS at OS 35Z50	skill lev <i>e</i>	el 35F40 i	s eligible	to comp	ete for
Institutional Assignments		Drill S Leade Devel Traine Resea	er, Recrui loper/Writ er, Defens arch Deve	ructor, Small G ter, Training ter, Observer/G se Attaché, elopment Test DT&E) NCO, eloper	Coach	Recruiter Talent Ma Develope Trainer, S	GGT, SR Instruc , Career Mana, anagement NC pr/Writer, Obse SR Small Group Attache, Resea	gement NCO, O, Training rver/Coach o Leader,	Ins no	OTE: Prima structor, R n-MI units nen availat	ecruiter, . Other b	OC/T, IG roadenin	NCO, EO	A, and se	erving in
Military Training	Synch Mar Security M Collaborate Individual I Joint Profe	nager Course anager Cour or Course (J/ Enhancing: R ssional Milita onal Enhanci	e, Basic O se, Inform AICC), Co tanger, Ba ary Educat	SINT Course, ( lation Collection llection Manag attle Staff, Anti- tion (SEJPME)	OSINT Fun n Planner ( ers Course Terrorism/F I/II, SMU (	damentals, OS Course (ICPC) orce Protection Operators Train	unners Course ( SINT Tools and , Joint Analyst I on Level I/II, Ser ning Course (O' oundation Cour	nterrogator nior Enlisted IC)							

<sup>\*</sup> Denotes Operating Assignment not typical for AGR

## **MOS 35F**

The intelligence analyst conducts all-source analysis, develops the threat situation, produces, fuses and disseminates intelligence to support the military decision-making process (MDMP); performs, coordinates, and/or supervises the Intelligence Preparation of the Operational Environment (IPOE) process; planning requirements and assessing collection and support to targeting; supports the command, staff, and advises on the use of intelligence resources.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35F become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35F become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35F**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL, SHARP, H2F-I (MFT)

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

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35F**

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

**SSG:** <u>Critical Developmental</u> – Intelligence SGT, TECHINT Analyst, OSINT SGT, Collection Manager, Targeting Analyst, Security Manager, Watch NCO

<u>Broadening</u> – Drill Sergeant\*, OC/T, Instructor, NCOA Small Group Leader (SGL), Recruiter, Defense Attaché\*, Training Developer/Writer, RDT&E NCO, Capability Developer

SFC: <u>Critical Developmental</u> – Senior Intelligence SGT, Senior TECHINT Analyst, Collection Manager, Senior Targeting Analyst, Security Manager, Operations NCO, Senior Watch NCO <u>Broadening</u> – Talent Management NCO, Career Management NCO, Senior Drill Sergeant\*, Senior Instructor, Recruiter, Training Developer/Writer, OC/T, NCOA Senior SGL, Defense Attaché\*, IG NCO, SARC-VA, EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35F**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Will have completed a minimum of three MOS enhancing schools with one of the three being the Battle Staff Course or Joint Targeting Course. Additional courses may include Ranger\* or Jump Master\*

**SFC:** Will have completed a minimum of four MOS enhancing schools with two of the four being the Battle Staff Course, Digital Intel Systems Master Gunners Course, or Joint Targeting Course. Additional courses may include Ranger\* or Jump Master\*

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

**SSG:** MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

**SFC:** Three MOS enhancing schools. Additional courses may include Air Assault\* or Airborne\*

#### OTHER INDICATIORS

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

<sup>\*</sup> When AGR can attend based on assignment



## 35G Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	*					8							RCF		
Key Developmental Position  MQ rating and highly enumerated ranking		24+ Mo - NCOI -Team I		24+ Months -NCOIC -Squad Lea - Watch NC	der	-  -  -	4+ Months as: NCOIC Platoon SGT Detachment SG SEA/SEL	iΤ							
Military/Civilian Education			BLC		ALC Some Co	ollege/Prof	SLC essional Ce	rtifications	]						
Operating Assignments	(SMU)*	n MGMT lissions Unit Operations tegiment* Force	- Colle - SMU - Spe Suppo - Rang - SFAI	cial Operations ort* ger Regiment*	- Colle - SMU - Spe Suppe - Ran - SFA	ecial Operation ort* ger Regiment	ns .*			is MOS at 0S 35Z50	skill leve	ıl 35G40 i	s eligible	to comp	ete for
Institutional Assignments		Training Observe Group L Researd Evaluati	Developer/Coach er/Coach eader, De	Trainer, Small fense Attaché pment Test & E) NCO,	, C	areer Manag Management Developer/Wr Tainer, SR Si	SR Instructor, gement NCO, T NCO, SR Train iter, Observer/ mall Group Lea bility Develop A	alent ing Coach ader, Defense	Ins no	tructor, R	ecruiter, . Other b	OC/T, IG roadenin	NCO, EO g opport	es for AG A, and se unities lis	rving in
Military Training	Collection Manageme Individual E Training Co	Planner Cou ent System ( Enhancing: F ourse (OTC) onal Enhanc	rse (ICPC GRMS) Ranger, Ba	), Target Mensi	uration Only Terrorism/Fo	r (TMO), GEC	EOINT (AOC-G INT Requirement In Level I/II, SM oundation Cour	nts U Operators							

<sup>\*</sup> Denotes Operating Assignment not typical for AGR

## **MOS 35G**

GEOINT Imagery Analyst exploits, interprets, analyzes, and disseminates imagery from national, theater, unattended ground sensors, and tactical systems to provide IMINT support for operations. The Imagery Analyst can analyze imagery to identify and relay environmental hazards, civil considerations, and threat activities to units maneuvering through the battlefield; provide support to lethal and nonlethal targeting through baseline or intermediate graphics, combat assessments and collateral damage estimates.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

SFC: 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35G become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

**SFC:** 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant,

NCOIC

MSG: 35G become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35G**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOA, SHARP, H2F-I (MFT)

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

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35G**

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

SSG: <u>Critical Developmental</u> – <u>Imagery SGT, Collection Manager, Watch NCO Broadening</u> – <u>Drill Sergeant, Instructor, NCOA Small Group Leader (SGL)\*, Training Developer/Writer, Recruiter, Defense Attaché\*, RDT&E NCO, Capability Developer</u>

**SFC:** <u>Critical Developmental</u> – Senior Imagery Sergeant, Collection Management, Senior Watch NCO

<u>Broadening</u> – Career Management NCO, Talent Management NCO, Senior Drill Sergeant\*, Senior Instructor, Recruiter, Training Developer/Writer, OC/T, NCOA Senior SGL\*, Defense Attaché\*, IG NCO, SARC-VA, EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35G**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Will have completed a minimum of two MOS enhancing schools with one being the Advanced Operations Course-GEOINT or Battle Staff Course. Additional courses may include Ranger\* or Jump Master\*

**SFC:** Will have completed a minimum of three MOS enhancing schools with one being the Joint Targeting Course or Battle Staff Course. Additional courses may include Ranger\* or Jump Master\*

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

**SSG:** MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

SFC: Will have completed a minimum of two MOS enhancing schools. Additional courses may

include Air Assault\* or Airborne\*

#### **OTHER INDICATIORS**

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

<sup>\*</sup> When AGR can attend based on assignment



## 35L Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•												RC	Р	
Key Developmental Position MQ rating and highly enumerated ranking		24+ Months -Team Lead -NCOIC		24+ Months -Squad Lea Leader) -NCOIC -Section NO	der (CI Team	-1	4+ Months as Detachment S Platoon SGT SEA/SEL NCOIC								
Military/Civilian Education			BLC		ALC	e College/F	SLC	Certifications							
Operating Assignments	Support* - Ranger - Securit	Operations Regiment*	Suppo - Rang - Secu	ial Operations rt* jer Regiment* rity Force ance Brigade	Suppor - SMU* - Rang - Secur	al Operation t^ er Regiment rity Force ince Brigade	r			is MOS at OS 35Z50	skill leve	el 35L40 i:	s eligible	to compe	ete for
Institutional Assignments		Training I Group Le Trainer, D House Co	Develope ader, Obs Jefense A Ommunica y Develop	or, Recruiter, r/Writer, Smal server/Coach ttache, White ations Agenc ser, Victim	II y.	Group Lead Observer/C Attache, IG	der, Recruiter oach Trainer NCO, SARC nagement NC	, Defense -VA, EOA,	lns no	OTE: Prima structor, R n-MI units nen availal	ecruiter, . Other b	OC/T, IG roadenin	NCO, EO. g opporti	A, and se	rving in
Military Training	Individua Training		anger, Ba	ttle Staff, Anti-	-Terrorism/For	ce Protectio	n Level I/II, S								

<sup>\*</sup> Denotes Operational Assignment not typical for AGR

## **MOS 35L**

Counterintelligence (CI) Special Agents conduct national security criminal investigations, operations, collections, analysis and production, and technical services to detect, identify, counter, exploit or neutralize the Foreign Intelligence Entity (FIE) and international terrorist threats to the United States Army and Department of Defense.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35L become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35L become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM



### **MOS 35L**

#### PHYSICAL FITNESS

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Fitness competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the

Army 10-miler, Bataan Memorial Death March, Fitness competition, or Best Squad competitions

(USAR SSG/SFC: USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the

Army 10-miler and Bataan Memorial Death March

SFC: ACFT score of 480 and above; successful completion of competitive fitness events such as the

Army 10-miler and Bataan Memorial Death March

#### MILITARY/CIVILIAN EDUCATION

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

SFC: Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL,

SHARP, H2F-I (MFT)

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

SSG: Superior Academic Achievement, continuous pursuit of civilian education

SFC: Superior Academic Achievement, continuous pursuit of civilian education

### MOS 35L

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

**SSG:** <u>Critical Developmental</u> – CI Sergeant

<u>Broadening</u> – Instructor, NCOA Small Group Leader (SGL)\*, Drill Sergeant\*, Recruiter, OC/T, Capability Developer, Defense Attaché

SFC: Critical Developmental – Senior CI Sergeant

<u>Broadening</u> – Career Management NCO, Talent Management NCO, Senior Instructor, NCOA Senior SGL\*, Senior Drill Sergeant\*, Recruiter, Senior OC/T, Capability Developer, Defense Attaché

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35L**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Will have completed a minimum of two MOS enhancing schools with at least one of the two being J2X/G2X course\*, JCITA Courses\*, DCITA courses\* or Battle Staff Course. Additional courses may include Air Assault\* or Airborne\*

**SFC:** Will have completed a minimum of three MOS enhancing schools with at least one of the three being J2X/G2X course\*, JCITA Courses\*, DCITA courses\* or Battle Staff Course. Additional courses may include Air Assault\* or Airborne\*

#### Highly Qualified looks like:

**SSG:** MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

SFC: Will have completed a minimum of two MOS enhancing schools. Additional courses may include Air

Assault\* or Airborne\*

#### **OTHER INDICATIORS**

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

<sup>\*</sup> When AGR can attend based on assignment



## 35M Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•												RCP		
Key Developmental Position MQ rating and highly enumerated ranking		24+ Months -Team Lead -NCOIC		24+ Months a -Squad Lead -NCOIC -Section NCO	der		24+ Months as Detachment S Platoon SGT SEA/SEL NCOIC								
Military/Civilian Education			BLO		ALC Some C		SLC fessional C	ertifications							
Operating Assignments	-Interroga -Strategia -Operation Member -SFAB -SMU -Special	c Debriefer onal <u>Mamt</u> Tea		-HUMINT Colle- Interrogator -Strategic Debr -Defense HUMI -HUMINT OPS -G2X -SMU -SFAB -Special Operat Ranger Regime	riefer Serg IINT Servic Mgmt Tea	Seeant	enior HUMINT erigeant enior Interroga enior Strategia ergeant efense HUMII MU FAB pecial Operati anger Regime	ator : Debriefer NT Services ons Support*		is MOS at OS 35Z50	skill leve	il 35M40 i	s eligible	to compe	ete for
Institutional Assignments		Instructor, Recruiter, Linguist, C Trainer, De Developme	Small Gro SERE Instr LPM, Observed fense Atta ent Test &	Military Language up Leader, ructor, DTRA erver/Coach ché, Research Evaluation bility Developer	e	Small Group Observer/Co SERE Instru SARC, EOA, Talent Mana Developmen	, SR Instructor, Leader, Recru Jach Trainer, De Jorder, DTRA Ling Career Manag gement NCO, R It Test & Evalua ility Developer	ter, SR fense Attaché, juist, IG NCO, ment NCO, esearch	Ins no	OTE: Prima structor, R n-MI units een availal	lecruiter, 6. Other b	OC/T, IG I roadenin	NCO, EO	A, and sei	rving in
Military Training	Manager Security Individua Joint Pro	ment Course, E Manager Cour Il Enhancing: R fessional Milita Itional Enhanci	Basic OSII se Ranger, Ba ary Educa	errogator Cours NT Course, OSII attle Staff, Anti-T tion (SEJPME) I me, Jump Maste	NT Funda Terrorism/F I/II	mentals, OSII	NT Tools and I	ntel Training, enior Enlisted							

<sup>\*</sup> Denotes Operational Assignment not typical for AGR

### **MOS 35M**

The objective of the Army Human Intelligence (HUMINT) Collector is to perform screening, interrogations, debriefings, source operations, and intelligence liaison in all conflict phases in support of multi-domain operations at every echelon. Identifies adversarial elements, activities, intentions, capabilities, and locations through the questioning of people in the operating environment. Performs HUMINT collection in English and foreign languages. Questions enemy prisoners of war and other detainees, enemy deserters, internally displaced persons, liaison contacts, friendly forces, and people in the operating environment with a unique capability to gather information, and other strategic sources.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

SSG: 24+ months in the following: Squad Leader/HUMINT Collection Team (HCT) Leader, NCOIC

SFC: 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/SEL),

Detachment Sergeant, NCOIC

MSG: 35M become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

#### Highly Qualified looks like:

SSG: 18+ months in the following: Squad Leader/HCT Leader, NCOIC

SFC: 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35M become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35M**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL, SHARP, H2F-I (MFT)

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

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35M**

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

SSG: <u>Critical Developmental</u> – HUMINT Collection SGT, Interrogator, Strategic Debriefer SGT, Defense HUMINT Services, HUMINT Operations Management Team, G2X

<u>Broadening</u> – Drill Sergeant\*, OC/T, NCOA Small Group Leader (SGL)\*, Instructor, Military Language

Instructor (MLI)\*, Defense Attaché\*, Recruiter, SERE Instructor\*, Capability Developer, DTRA Linguist\*, CLPM

**SFC:** <u>Critical Developmental</u> – Senior HUMINT Collection SGT, Senior Interrogator, Senior Strategic Debriefer SGT, Defense HUMINT Services

<u>Broadening</u> – Talent Management NCO, Career Management NCO, Senior Drill Sergeant\*, Senior OC/T, NCOA Senior SGL\*, Senior Instructor, Senior MLI\*, Defense Attaché\*, Recruiter\*, SERE Instructor\*, Capability Developer\*, DTRA Linguist\*, IG NCO, SARC-VA, EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35M**

#### **TRAINING**

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

**SSG:** Will have completed a minimum of two MOS enhancing schools with at least one of the two being 2X Management Course (2XMC)\*, Defense HUMINT Operations Qualification Course (DHOQ-C), HUMINT Desk Officer Course (HDOC)\*, Joint Interrogation Management Course (JIMC)\*, or Joint Senior Interrogator Course (JSIC)\*.

**SFC:** Will have completed a minimum of three MOS enhancing schools with at least one of the three being 2XMC\* and JSIC\*.

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

**SSG:** Will have completed an MOS enhancing school(s), which could include the Defense Strategic Debriefing Course (DSDC), HUMINT Collection Management Course (HCMC)\*, Joint CI & HUMINT Analysis and Targeting Course (JCHATC), Battle Staff Ops Course, Jumpmaster\*, Ranger\*.

**SFC:** Will have completed a minimum of two MOS enhancing schools, with at least one of the two being DHOQ-C, DSDC, HDOC, JIMC\*, Jumpmaster\*, Ranger\*.

#### **OTHER INDICATIORS**

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge



## 35N Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•												RO	Р	
Key Developmental Position MQ rating and highly enumerated ranking		24+ Months -Team Lead -NCOIC		24+ Months as -Squad Leader -NCOIC -Watch NCO		-1	4+ Months as Detachment S Platoon SGT SEA/SEL NCOIC								
Military/Civilian Education			BLO		ALC		SLC	Certifications							
Operating Assignments	- SMU* - Special Support*	Analyst Operations r Regiment*	- SIGI - NSA - SMU - Spec Suppo - Rang	)* cial Operations	- SR S SGT - Spec Suppo - SMU - Rang		is.			is MOS at OS 35Z50	skill leve	el 35N40 i	s eligible	to comp	ete for
Institutional Assignments		Training I Group Le Trainer, D Developn (RDT&E)	Develope ader, Ob defense A nent Test NCO, Ca	or, Recruiter, r/Writer, Small server/Coach attache, Research & Evaluation pability Advocate	1	Group Lead Observer/C Attache, IG Career Man	T, SR Instructor, Recruiter Coach Trainer, NCO, SARC- Lagement NC Int NCO, Capa	Defense VA, EOA, D, Talent	In:	OTE: Prima structor, R on-MI units nen availat	ecruiter, . Other b	OC/T, IG roadenin	NCO, EO g opport	A, and se	rving in
Military Training	(MCCEF Career A Operator Individua Training	P) Phase 1-3, M Advancement P r Course, Foun- al Enhancing: R Course (OTC), ational Enhanci	lilitary Inte rogram (N dry Traini Ranger, Ba	Course, NSA Mili ern SIGINT Analys MECCAP), OSINT ng. sttle Staff, Anti-Ten rne, Jump Master,	t Progran Fundame rorism/Fo	n (MĬNSAP), entals, OSINI orce Protectio	Middle Enliste I Tools and In n Level I/II, SI	d Cryptologic el Training, APG MU Operators							

<sup>\*</sup> Denotes Operational Assignment not typical for AGR

## **MOS 35N**

The Signals Intelligence (SIGINT) Analyst performs and supervises analysis and reporting of intercepted foreign communications and non-communications signals at all echelons; produces tactical, operational, and strategic intelligence; assists in the collection management process.

#### LEADERSHIP POSITIONS

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35N become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35N become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35N**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL, SHARP, H2F-I (MFT)

#### Highly Qualified looks like:

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35N**

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

SSG: <u>Critical Developmental</u> – <u>SIGINT Sergeant</u>, Watch NCO

<u>Broadening</u> – <u>Drill Sergeant</u>\*, OC/T; Small Group Leader (SGL)\*, Instructor; Recruiter\*, Defense Attaché\*, Developer\*

SFC: <u>Critical Developmental</u> – Senior SIGINT Sergeant, Senior Watch NCO <u>Broadening</u> – Career Management NCO, Talent Management NCO, Senior Drill Sergeant\*, Senior OC/T, Senior SGL\*, Defense Attaché\*, Recruiter\*, Capability Developer\*; Senior Instructor, IG NCO, SARC-VA; EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35N**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Will have completed two MOS enhancing schools with at least one of the two being NSA Military Cryptologic Continuing Education Program (MCCEP) Phases 1\*. Additional courses may include Ranger\* or Jump Master\*

**SFC:** Will have completed three MOS enhancing schools with at least one being NSA MCCEP Phase 2\* or Battle Staff Course. Additional courses may include Ranger\* or Jump Master\*

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

**SSG:** MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

SFC: Will have completed two MOS enhancing schools. Additional courses may include Air Assault\*

or Airborne\*

#### **OTHER INDICATIORS**

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

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Military Intern SIGINT Analysis Program (MINSAP), Cybersecurity Operations Development Program (CSODP), Military, OpeLINT Signals Analysis Program (MOSAP))

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (MECCAP, MINSAP, CSODP, MOSAP)

<sup>\*</sup> When AGR can attend based on assignment



## 35P Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•					ê							RCP		
Key Developmental Position MQ rating and highly enumerated ranking		24+ Months -Team Lead -NCOIC		24+ Months -Squad Lead -NCOIC -Section NC	der	-[ -F -\$	4+ Months as Detachment S Platoon SGT BEA/SEL NCOIC								
Military/Civilian Education			BLC		ALC Some Co		SLC essional Ce	ertifications							
Operating Assignments	-SFAB -SMU	Voice Intercepto Operations Supp Regiment		-SIGINT Voice In Sergeant -Senior Transcri -DTRA Linguist -Transcription S -SMU -SFAB -Special Operati Ranger Regime	ber upervisor ions Suppoi	Inte -SC -Se -NS -NS Ling rt E-N Tea -SN -SF	IU	r ogic Linguist Cryptologic Support		is MOS at OS 35Z50	skill leve	l 35P40 i	s eligible	to compe	te for
Institutional Assignments		Instructor, Recruiter, CLPM, Def Developme	Small Gro Observer/C ense Attac ent Test & C CO, Capat	nguage Instructor up Leader, Coach Trainer, shé, Research Evaluation bility Developer,	r,	Small Group Observer/Coa Defense Attac Career Manag Management Test & Evalua		er, SR E CLPM, ARC, EOA, ilent i Development ICO, Capability	lns no	OTE: Prima structor, R on-MI units nen availal	ecruiter, c. Other b	OC/T, IG roadenin	NCO, EO	A, and ser	ving in
Military Training	Geolocat Intel Trai Individua Joint Pro	tion Operator C ining, Security I al Enhancing: R ifessional Milita ational Enhanci	ourse, M Manager anger, Ba ry Educa	dvanced Langua LAP, Basic OSII Course attle Staff, Anti-T tion (SEJPME) rne, Jump Maste	NT Course Terrorism/F I/II	orce Protection	n Level I/II, Se	NT Tools and enior Enlisted							

<sup>\*</sup> Denotes Operational Assignment not typical for AGR

### **MOS 35P**

The Signals Intelligence Voice Interceptor performs detection, acquisition, geolocation, identification, and exploitation and analysis of foreign communications at all echelons using SIGINT, and/or EW systems, and through access to extended SIGINT enterprise databases. The SIGINT Voice Interceptor identifies, copies, translates, transcribes and/or produces summaries of foreign communications. They perform analysis and ISR synchronization to support mission requirements. Success in this MOS requires demonstrated potential in their control language proficiency, technical skills, and leadership abilities.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

SFC: 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/SEL),

Detachment Sergeant, NCOIC

MSG: 35P become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35P become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35P**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL, SHARP, H2F-I (MFT)

#### Highly Qualified looks like:

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35P**

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

**SSG:** <u>Critical Developmental</u> – SIGINT Voice Interceptor SGT, Senior Transcriber, Transcription/Translation Supervisor

<u>Broadening</u> – Drill Sergeant\*, OC/T, Small Group Leader (SGL)\*, Instructor, Military Language Instructor (MLI)\*, CLPM, Defense Attaché\*, Recruiter, Training Developer\*, DTRA Linguist\*

SFC: <u>Critical Developmental</u> – <u>Senior SIGINT Voice Interceptor, Senior Transcriber Institutional</u> – Career Management NCO, Talent Management NCO, Senior Drill Sergeant\*, Senior Observer Coach Trainer, Chief MLI, Senior SGL\*, Senior Instructor, CLPM, Defense Attaché\*, Recruiter, Training Developer\*, DTRA Linguist\*, IG NCO, SARC-VA, EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35P**

#### **TRAINING**

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

**SSG:** Will have completed a minimum of two MOS enhancing schools with at least one of the two being NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 1\* or the Aerial Precision Geolocation Operator Course (Air/Ground Certification)\*. Additional courses may include Ranger\* or Jumpmaster\*

**SFC:** Will have completed a minimum of three MOS enhancing schools with at least one of the three being NSA MCCEP Phase 2\*, Aerial Precision Geolocation Operator Course(Air/Ground Certification)\*, or Battle Staff Course. Additional courses may include Ranger\* or Jumpmaster\*

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

**SSG:** Will have completed an MOS enhancing school(s), which could include NSA MCCEP Enrolled\*, Foundry Low Level Voice Intercept (LLVI) Course\*. Additional courses may in include Air Assault\* or Airborne\*.

**SFC:** Will have completed a minimum of two MOS enhancing schools, with at least one of the two being NSA MCCEP Phase 2 Enrolled\*, Foundry LLVI Course\*. Additional courses may include Air Assault\* or Airborne

#### OTHER INDICATIORS

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (Military Language Analysis Program (MLAP)

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (MLAP)

<sup>\*</sup> When AGR can attend based on assignment



# 35S Talent Development Model (Caps at E7)\*\*

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•												RO	P	
Key Developmental Position MQ rating and highly		24+ Months -Team Lead -NCOIC		24+ Months as -Squad Leader -NCOIC -Watch NCO		-	24+ Months as Detachment S Platoon SGT SEA/SEL NCOIC								
enumerated ranking															
Military/Civilian Education			BL	C	Soi		SLO	Certifications							
Operating Assignments	Exploitat - COMIN - Foreigr SIGINT / - ELINT / - Space Detachm - SMU* - Special			- Signal Collector Exploitation SGT - Signal Collectio SGT - Tech Intel Analy - Space Compan Detachment/ BDI - SMU* - Special Operati - Ranger Regime - Watch NCO	r on/Analy yst ny/ E ions Sup	Explost - SR SGT - SR SGT - SP SGG - SP SGG - SM SGG - SP SGG - SP SGG - SR	Signal Collect itation SGT Signal Collect Fech Intel Ana De Company/ hment/ BDE Intel Collect De Co	ion/ Analyst lyst s Support*		nis MOS a OS 35Z50		el 35\$40 i	is eligible	to comp	ete for
Institutional Assignments		Training Group Le Trainer, D Develope (RDT&E)	Develope ader, Ob efense / nent Tes NCO, Ca	tor, Recruiter, er/Writer, Small sserver/Coach Attache, Researd t & Evaluation spability Advocate	:h	Group Lead Observer/C Attache, IG Career Man	T, SR Instruct der, Recruite coach Trainer NCO, SARC ragement NC nt NCO, Cap	, Defense -VA, EOA, O, Talent	In no	OTE: Prim structor, F on-MI unit hen availa	Recruiter, s. Other b	OC/T, IG roadenin	NCO, EO	A, and se	rving in
Military Training	Crypto N Cryptolo (451), Ad Individua Training	dilitary Commu gic Career Adv dvanced Comm al Enhancing: R Course (OTC). ational Enhanci	nications ancemen nunication langer, B	ryptologic Continu Intelligence Signa It Program (MECC Is Signals Analysis attle Staff, Anti-Ter Irne, Jump Master,	als Analy: CAP), Inte is (452) rrorism/F	st Program (M ermediate Con orce Protectio	CSAP), Middl nmunications n Level I/II, S	e Enlisted Signals Analysis MU Operators							
			ing. Air DO	me, Jump Master,	, All A358	iuit, SHARP P	oundation Co	uise, EODEOA							

<sup>\*</sup> Denotes Operational Assignment in Key Development

<sup>\*\*</sup> MOS 35S is not in AGR Program

## **MOS 35S**

The Signals Collector/Analyst performs and supervises SIGINT exploitation during the search, collection, analysis, locating, and reporting of foreign communications collected throughout the Electromagnetic Spectrum, special sources and digital networks; conducts efforts against non-communication transmissions to include ELINT and Foreign Instrumentation SIGINT; operates tactical SIGINT collection equipment and hardware.

#### LEADERSHIP POSITIONS

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

**SFC:** 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35S become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

#### Highly Qualified looks like:

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35S become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35S**

#### PHYSICAL FITNESS

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

SFC: ACFT score of 480 and above; successful completion of competitive fitness events such as the

Army 10-miler and Bataan Memorial Death March

#### MILITARY/CIVILIAN EDUCATION

#### Most Qualified looks like:

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

SFC: Distinguished Honor Graduate and/or Commandants List, Associates Degree, MRT, EOL,

SHARP, H2F-I (MFT)

#### Highly Qualified looks like:

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35S**

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

**SSG:** <u>Critical Developmental</u> – <u>Signals Collection/Analyst SGT, ELINT Analyst, COMINT Analyst</u>

<u>Broadening</u> – Drill Sergeant; OC/T, Small Group Leader (SGL), Instructor, Recruiter, Defense Attaché, Training Developer, Test and Evaluation NCO, Capability Developer

**SFC:** <u>Critical Developmental</u> – Senior Signals Collection/Analyst SGT, Senior TECHINT Analyst, Senior Watch NCO

<u>Broadening</u> – Career Management NCO, Talent Management NCO, Senior Drill Sergeant, Senior OC/T, Recruiter, Training Developer, Senior Instructor, Senior SGL, Capability Developer, Defense Attaché, IG NCO, SARC-VA, EOA

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

### **MOS 35S**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Will have completed two MOS enhancing schools with at least one of the two being NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 1\*. Additional courses may include Ranger\* or Jump Master\*

**SFC:** Will have complete three MOS enhancing schools with at least one being NSA MCCEP Phase 2\* or Battle Staff Course. Additional courses may include Ranger\* or Jump Master\*

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

SSG: MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

SFC: Will have completed two MOS enhancing schools. Additional courses may include Air

Assault\* or Airborne\*

#### OTHER INDICATIORS

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

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (MECCAP, Military ELINT Signals Analysis Program (MESAP), MOSAP, Military Signals Analysis Program (MSAP)

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge, NSA Internship Programs (MECCAP, MESAP, MOSAP, MSAP)



## 35T Talent Development Model (Caps at E7)

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	•													RCP	
Key Developmental Position MQ rating and highly enumerated ranking		24+ Months a -Team Leade -NCOIC		24+ Mon -Squad L -Section	.eader	24+ Monti -Platoon S -SEA/SEL -Detachm -NCOIC	GT								
Military/Civilian Education			BLC Some	College/P	ALC rofessio	onal Certificati	SLC								
Operating Assignments	-MI SYS MAINT/IN -SMU	-SMU -Shor -Qua Assu Contr -Proc	IT/INTGR J p Foreman	-SMU -Intellige Mainten	INTGR SG ence ance Sup	∃T -SMU -IMSA NC	I SYS MAIN	NT/INTGR		This MOS MOS 35Z		level 35T	40 is eligi	ble to co	mpete for
Broadening Assignments	С	Defense Attao	(	orill SGT, Rec imall Group SGL), Instruc apability Jeveloper, Do kttache*	Leader ctor,	Recruiter, Tra Developer, Ta Management	ach Traine ining Devo ilent Mana NCO, IG N velopment	R Instructor, r, Defense Atta eloper, SR Cap gement NCO, CO, SARC, EO Test & Evalua	ability Career A,	Instructo non-MI u	r, Recruit	ter, OC/T, er broade	j opportu IG NCO, ening opp R, not typ	EOA, and ortunities	l serving in
Military Training	Course, D Global Co Individual Profession	Pigital Intellige Immand and ( Enhancing: Final Military Ed	nce System Control Syst Langer, Battl Lucation (EJI	s Foundation em-Army (GC e Staff, Anti-1 PME) I/II	ś Course ( CCS-A) Ferrorism/F	Army (DCGS-A) M (DIS-FC), Gunner Force Protection I	r Entry Prog Level I/II, ar	gram (GEP), an	ď ť						
						ault, SHARP Fou ourse (DISMG-C)		Jrse, EOL/EOA							

<sup>\*</sup> Denotes Operational Assignment not typical for AGR

### **MOS 35T**

The Intelligence Master Systems Maintainer/Integrator configures, monitors, integrates, maintains, troubleshoots, repairs, and manages intelligence information systems, equipment, transmission media, and networks; performs the planning, employment, configuration, integration, monitoring, and maintenance of complex computer-controlled networks and national cryptologic systems to enable the IWfF to provide support to the Intelligence Community in multiple domains and operational environments.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**NOTE:** This is not always reflected in duty position titles on the STP/SRB. NCOERs should be used to determine if they have served in these leadership positions

**SSG:** 24+ months in the following: Squad Leader, NCOIC

SFC: 24+ months in the following: Platoon Sergeant, Senior Enlisted Advisor/Leader

(SEA/SEL), Detachment Sergeant, NCOIC

MSG: 35T become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

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

SSG: 18+ months in the following: Squad Leader, NCOIC

SFC: 18+ months in the following: Platoon Sergeant, SEA/SEL, Detachment Sergeant, NCOIC

MSG: 35T become 35Z5O at MSG

CSM/SGM: 35Z5O become 35Z6O at SGM

### **MOS 35T**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **SFC:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March, Iron NCO competition, or Best Squad competitions **(USAR SSG/SFC:** USAR NCO of the Year Competition)

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

**SSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**SFC:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

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

**SSG:** Distinguished Honor Graduate and/or Commandant's List, continuous pursuit of civilian education, MRT, EOL, SHARP, H2F-I (MFT)

**SFC:** Distinguished Honor Graduate and/or Commandant's List, Associates Degree, MRT, EOL, SHARP, H2F-I (MFT)

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

**SSG:** Superior Academic Achievement, continuous pursuit of civilian education **SFC:** Superior Academic Achievement, continuous pursuit of civilian education

### **MOS 35T**

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

**SSG:** <u>Critical Developmental</u> – MI Systems Maintainer/Integrator SGT, Intelligence Maintenance Support Activity (IMSA) NCOIC,

<u>Broadening</u> – Drill Sergeant, Recruiter, Small Group Leader (SGL), Instructor, Capability Developer, Defense Attaché

SFC: <u>Critical Developmental</u> – Senior MI Systems Maintainer/Integrator, IMSA NCOIC <u>Broadening</u> – Career Management NCO, Talent Management NCO, Senior Drill Sergeant, Senior SGL, OC/T, Training Developer, Senior Capability Developer, Defense Attaché

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

<sup>\*</sup> When AGR can attend based on assignment

### **MOS 35T**

#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Complete two MOS enhancing school(s) with at least one being Digital Intel Systems Master Gunners Course (DISMG-C), Distributed Common Ground Station-Army (DCGS-A) Maintenance Course, Global Combat Support System-Army (GCSS-Army) Maintenance Supervisor Course, Battle Staff Course, Gunner Entry Program (GEP). Additional courses may include Ranger\* or Jump Master\*

**SFC:** Will have complete three MOS enhancing schools with at least one being DISMG-C, DCGS-A Maintenance Course, Battle Staff Course. Additional courses may include Ranger\* or Jump Master\*.

#### Highly Qualified looks like:

**SSG:** MOS enhancing school(s). Additional courses may include Air Assault\* or Airborne\*

SFC: Will have completed two MOS enhancing schools. Additional courses may

include Air Assault\* or Airborne\*

#### OTHER INDICATIORS

#### Most Qualified looks like:

**SSG:** Basic Army Instructor Badge, Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

**SFC:** Master/Senior Army Instructor Badge, Master/Gold Recruiter Badge, NCO/Drill Sergeant/Instructor of the Year, Drill Sergeant Leader, Best Squad of the Year, Expert Soldier Badge

<sup>\*</sup> When AGR can attend based on assignment



# 35Z Talent Development Model (MSG/1SG-SGM/CSM)

Years of Service¤	21012141	1620	22·····24······30¤
x	n	¶ a a	RCP¶
Key·Developmental· Position¶ MQ·rating·and·highly· enumerated·ranking¤	122	-First-Sergeant¶ -SEA/SEL¶ -SMU·Team·SGT·w/·SQI·T¤	-CSM·(BN/Squadron/BDE/Garrison)¶ -DIV·G2·SGM¶ -Operations·SGM¶ -Intelligence·SGM¶ -Troop·SGM¤
Military/Civilian-Education¤	n	MLC¶  Associate's-Degree¶	SMC¶  Bachelor's-Degree¶
Critical·Development¤	The following MOS's and skill levels are eligible to compete for MOS 35Z5O: 35F4O, 35F4O, 35L4O, 35M4O, 35N4O, 35P4O, 35S4O, 35T4Op	-First-Sergeant¶ -SEA/SEL¶ -Division/Corps-ACE-NCOIC¶ -S2-NCOIC-(BDE)¶ -Operations-Sergeant-(BN/BDE)¤	-CSM·(BN/Squadron/BDE/Garrison)¶ -J2·SEA/SEL¶ -Operations·SGM¶ -Intelligence·SGM¶ -Intelligence·Senior·SGT·(Ranger·Regiment/Special- Operations)¶ -Troops·SGM¤
Broadening-Assignments¤	n	NCOA-Deputy-Commandant, Senior- Career-Management NCO, Senior-Talent- Management NCO, Chief-OC/T, Course- NCOIC, Master-Leader Course-SGL, Chief-Training-Developer, Defense- Attache, IG-NCOI	Branch-SGM, Talant-Manager, Chief-Career-Management-NCO, NCOA-Commandant, SMU-OTC-Director, MLI-Program-Manager, Intelligence-Senior-SGT/Intelligence-SGM-(CTCs), Capability-Developer-Intelligence-SGM, Training-Developer, Doctrine-Analysis/Division-Chief, Chief-Intelligence-SGT, Chief-Instructor/Writer, Executive-Officer-(NCOLCOE), SGM-A-Fellowship-Program, Congressional-Fellowship, White-House-Fellowship, Military-Personnel-Exchange-Program[
Military·Training¤	xx	1SG-Pre-Command Course, Ranger- School, Airborne Course, Jumpmaster- Course, Air-Assault Course, Battle Staff- Course, SMU-OTC, DISMG-C, Special- Technical Operations Planner Course, How the Army Runs Course, EJPME-II¶	MI-Pre-Command-Course, BN-PCC/CSM-Course, BDE-PCC/CSM-Course, Nominative-Leader-Course, Keystone-Course, Ranger-School, Airborne-Course, Air-Assault-Course, SMU-OTC, DISMG-C, How the Army-Runs-Course, -EJPME-II¶

## **MOS 35Z**

The Intelligence Master Sergeant/Sergeant Major prepares plans, training materials, and coordinates the implementation of operations, training programs, and communication activities; reviews intelligence related publications, policies, procedures, and prepares recommended changes and updates to support present and future operations; compares, reviews, and requests force manning and structure authorization documents with intelligence scope, mission and function to recommend revisions or requisitions.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

MSG: 24 months of successful 1SG time, Senior Enlisted Advisor/Leader (SEA/SEL), SMU Team

SGT w/SQI "T"

**CSM/SGM:** For BDE (7C)/Corps G2 (7K): Served with success for 24 months as CSM

(BN/Squadron), and/or DIV G2 SGM

For BN (6C)/DIV G2 (6K): Served with success for 24 months as Operations SGM,

Intelligence SGM, and/or Troop SGM

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

**MSG:** 18 months of successful 1SG time, SEA/SEL, Division/Corps ACE NCOIC, S2 NCOIC (BDE), Operations Sergeant (BN/BDE S3), SMU Team SGT with SQI "T",

CSM/SGM: For BDE (7C)/Corps G2 (7K): Served with success for 18 months as CSM

(BN/Squadron), and/or DIV G2 SGM

For BN (6C)/DIV G2 (6K): Served with success for 18 months as Operations SGM,

Intelligence SGM, and/or Troop SGM

### **MOS 35Z**

#### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**MSG:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March

**CSM/SGM:** ACFT score of 540 and above; top 25 percent finish on competitive fitness events such as the Army 10-miler, Bataan Memorial Death March

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

**MSG:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

**CSM/SGM:** ACFT score of 480 and above; successful completion of competitive fitness events such as the Army 10-miler and Bataan Memorial Death March

#### **MILITARY/CIVILIAN EDUCATION**

#### Most Qualified looks like:

**MSG:** Distinguished Honor Graduate and/or Commandant's List, Bachelor's Degree, MRT, EOL, SHARP, H2F-I (MFT)

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

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

MSG: Superior Academic Achievement, continuous pursuit of civilian education

CSM/SGM: SGM-A Superior Academic Achievement, continuous pursuit of civilian education

## **MOS 35Z**



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

**MSG:** <u>Critical Developmental</u> – 1SG, SEA/SEL, DIV/Corps ACE NCOIC, S2 NCOIC (BDE), Operations Sergeant (BN/BDE)

<u>Broadening</u> – NCOA Deputy Commandant, Senior Career Management NCO, Senior Talent Management NCO, Chief OC/T, Course NCOIC, Master Leader Course SGL, Chief Training Developer, Defense Attaché, IG NCO

**CSM/SGM:** <u>Critical Developmental</u> – CSM (BN/Squadron/BDE/Garrison), J2 SEA/SEL, Operations SGM, Intelligence SGM, Intelligence Senior SGT (Ranger Regiment/Special Operations), Troop SGM

Broadening – Branch SGM, Talent Manager, Chief Career Management NCO, NCOA Commandant, SMU OTC Director, MLI Program Manager, Intelligence Senior SGT/Intelligence SGM (CTCs); Capability Developer Intelligence SGM, Training Developer, Doctrine Analysis/Division Chief, Chief Intelligence SGT, Chief Instructor/Writer, Executive Officer (NCOLCoE), SGM-A Fellowship Program, Congressional Fellowship, White House Fellowship, Military Personnel Exchange Program

NOTE: Army wide Special Duty Assignments are specific and defined/provided within an Annex to each Board MOI

### **MOS 35Z**

#### **TRAINING**

#### Most Qualified looks like:

**MSG:** Will have completed a minimum of three MOS or Leadership enhancing courses such as the CO CDR-1SG Pre-Command Course\*, How the Army Runs Course (HTAR), Digital Intelligence Systems Master Gunner Course (DISMG-C). Additional courses may include SMU Operations Training Course, Ranger\*, or Jump Master\*

**CSM/SGM:** Will have completed three MOS or Leadership enhancing courses such as DISMG-C, HTAR, Ranger\*, or Jump Master\*

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

**MSG:** Will have completed two MOS or Leadership enhancing courses such as Battle Staff Course. Additional courses may include Air Assault\* or Airborne\*

**CSM/SGM:** Will have complete two MOS or Leadership enhancing courses such as Battle Staff Course. Additional courses may include Air Assault\* or Airborne\*

#### **OTHER INDICATIORS**

#### Most Qualified looks like:

MSG: Master/Senior Army Instructor Badge, NCO/Instructor of the Year, Expert Soldier Badge

**CSM/SGM:** SGM-A Fellowship, Congressional Fellowship, Military Personnel Exchange Program

<sup>\*</sup> When AGR can attend based on assignment