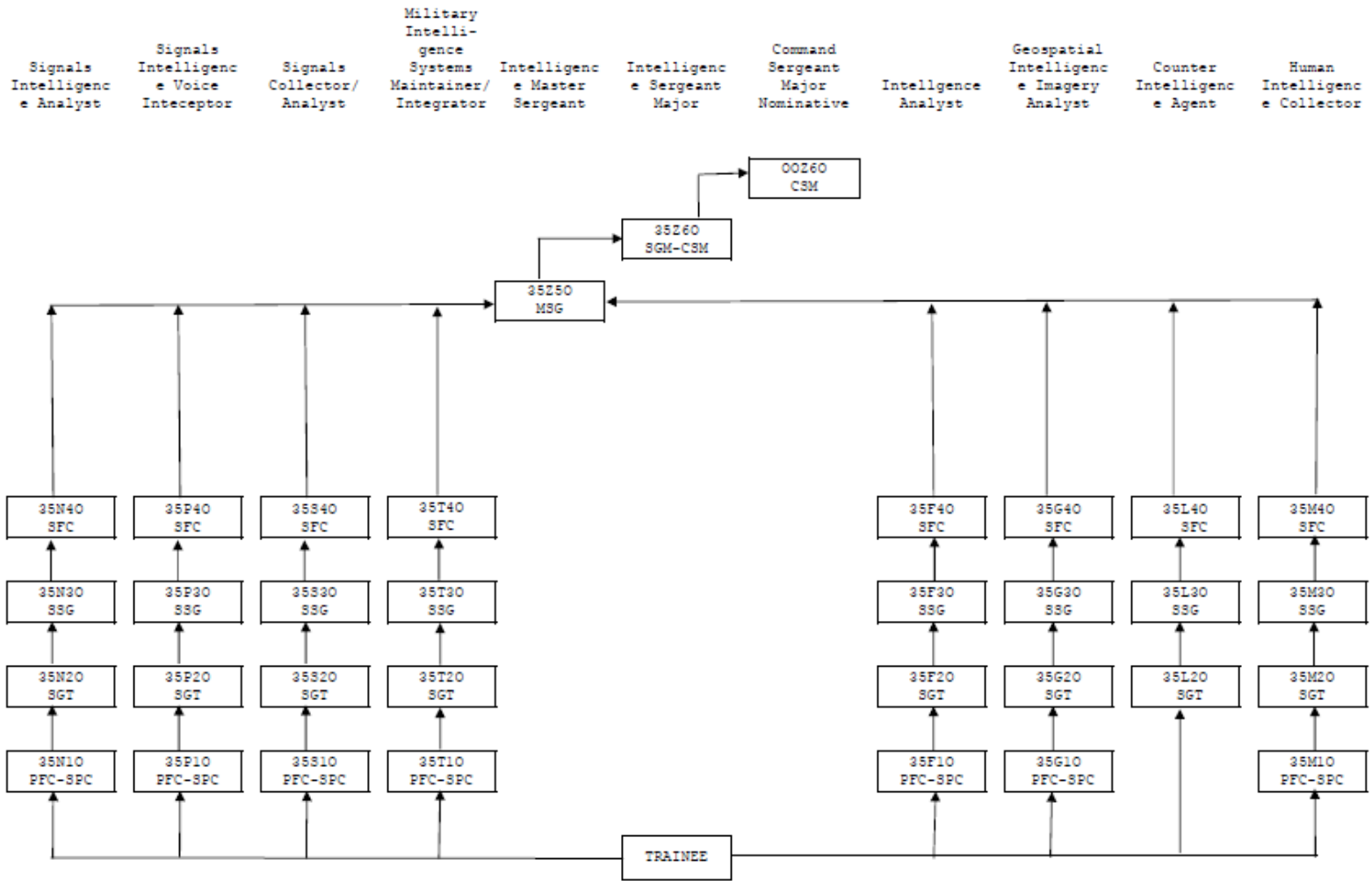




CMF 35 Progression Chart



SUBSTITUTABILITY: None

Line of normal progression.

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)



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: Critical Developmental – Intelligence SGT, TECHINT Analyst, OSINT SGT, Collection Manager, Targeting Analyst, Security Manager, Watch NCO

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

SFC: Critical Developmental – Senior Intelligence SGT, Senior TECHINT Analyst, Collection Manager, Senior Targeting Analyst, Security Manager, Operations NCO, Senior Watch NCO

Broadening – 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

* 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 INDICATORS

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

* When AGR can attend based on assignment



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

SFC: Critical Developmental – Senior Imagery Sergeant, Collection Management, Senior Watch NCO
Broadening – 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

* 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

* When AGR can attend based on assignment



U.S. ARMY

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	
																RCP
Key Developmental Position MQ rating and highly enumerated ranking	24+ Months as: -Team Leader -NCOIC		24+ Months as: -Squad Leader (CI Team Leader) -NCOIC -Section NCOIC			24+ Months as: -Detachment SGT -Platoon SGT -SEA/SEL -NCOIC										
Military/Civilian Education	BLC		ALC			SLC			Some College/Professional Certifications							
Operating Assignments	<ul style="list-style-type: none"> - CI Agent - SMU* - Special Operations Support* - Ranger Regiment* - Security Force Assistance Brigade (SFAB) 		<ul style="list-style-type: none"> - CI SGT - SMU* - Special Operations Support* - Ranger Regiment* - Security Force Assistance Brigade (SFAB) 			<ul style="list-style-type: none"> - SR CI SGT - Special Operations Support* - SMU* - Ranger Regiment* - Security Force Assistance Brigade (SFAB) 			This MOS at skill level 35L40 is eligible to compete for MOS 35Z50							
Institutional Assignments	Drill SGT, Instructor, Recruiter, Training Developer/Writer, Small Group Leader, Observer/Coach Trainer, Defense Attache, White House Communications Agency, Capability Developer, Victim Advocate					SR Drill SGT, SR Instructor, SR Small Group Leader, Recruiter, SR Observer/Coach Trainer, Defense Attache, IG NCO, SARC-VA, EOA, Career Management NCO, Talent Management NCO					NOTE: Primary broadening opportunities for AGR are Instructor, Recruiter, OC/T, IG NCO, EOA, and serving in non-MI units. Other broadening opportunities listed only when available to AGR, not typical.					
Military Training	MOS Enhancing: J2X/G2X Courses, JCITA Courses, DCITA Courses, JT-JCoE Courses															
	Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, SMU Operators Training Course (OTC).															
	Organizational Enhancing: Airborne, Jump Master, Air Assault, SHARP Foundation Course, EOL/EOA Course, MRT															

* 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



U.S. ARMY

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: Critical Developmental – **CI Sergeant**

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

SFC: Critical Developmental – **Senior CI Sergeant**

Broadening – 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

* 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 INDICATIONS

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

* When AGR can attend based on assignment



U.S. ARMY

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

Key Developmental Position MQ rating and highly enumerated ranking	24+ Months as: -Team Leader -NCOIC		24+ Months as: -Squad Leader -NCOIC -Section NCOIC		24+ Months as: -Detachment SGT -Platoon SGT -SEA/SEL -NCOIC			RCP								
Military/Civilian Education	BLC		ALC			SLC			Some College/Professional Certifications							
Operating Assignments	<ul style="list-style-type: none"> -HUMINT Collector -Interrogator -Strategic Debrief -Operational Mgmt Team Member -SFAB -SMU -Special Operations Support* -Ranger Regiment* 		<ul style="list-style-type: none"> -HUMINT Collection Sergeant -Interrogator -Strategic Debrief Sergeant -Defense HUMINT Services -HUMINT OPS Mgmt Team -G2X -SMU -SFAB -Special Operations Support* Ranger Regiment* 			<ul style="list-style-type: none"> -Senior HUMINT Collection Sergeant -Senior Interrogator -Senior Strategic Debrief Sergeant -Defense HUMINT Services -SMU -SFAB -Special Operations Support* Ranger Regiment 			This MOS at skill level 35M40 is eligible to compete for MOS 35Z50							
Institutional Assignments	<ul style="list-style-type: none"> Drill SGT, Instructor, Military Language Instructor, Small Group Leader, Recruiter, SERE Instructor, DTRA Linguist, CLPM, Observer/Coach Trainer, Defense Attaché, Research Development Test & Evaluation (RDT&E) NCO, Capability Developer 				<ul style="list-style-type: none"> SR Drill SGT, SR Instructor, Chief MLI, SR Small Group Leader, Recruiter, SR Observer/Coach Trainer, Defense Attaché, SERE Instructor, DTRA Linguist, IG NCO, SARC, EOA, Career Management NCO, Talent Management NCO, Research Development Test & Evaluation (RDT&E) NCO, Capability Developer 			NOTE: Primary broadening opportunities for AGR are Instructor, Recruiter, OC/T, IG NCO, EOA, and serving in non-MI units. Other broadening opportunities listed only when available to AGR, not typical.								
Military Training	<p>MOS Enhancing: Joint Senior Interrogator Course, J2X Operations Course, Joint CI and HUMINT Management Course, Basic OSINT Course, OSINT Fundamentals, OSINT Tools and Intel Training, Security Manager Course</p> <p>Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, Senior Enlisted Joint Professional Military Education (SEJPME) I/II</p> <p>Organizational Enhancing: Airborne, Jump Master, Air Assault, SHARP Foundation Course, EOA/EOL Course, MRT</p>															

* 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 35Z50 at MSG

CSM/SGM: 35Z50 become 35Z60 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 35Z50 at MSG

CSM/SGM: 35Z50 become 35Z60 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: Critical Developmental – HUMINT Collection SGT, Interrogator, Strategic Debriefer SGT, Defense HUMINT Services, HUMINT Operations Management Team, G2X

Broadening – 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: Critical Developmental – Senior HUMINT Collection SGT, Senior Interrogator, Senior Strategic Debriefer SGT, Defense HUMINT Services

Broadening – 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

* 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 INDICATIONS

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

* When AGR can attend based on assignment



U.S. ARMY

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		
															RCP		
Key Developmental Position MQ rating and highly enumerated ranking	24+ Months as: -Team Leader -NCOIC		24+ Months as: -Squad Leader -NCOIC -Watch NCO			24+ Months as: -Detachment SGT -Platoon SGT -SEA/SEL -NCOIC											
Military/Civilian Education	BLC		ALC			SLC			Some College/Professional Certifications								
Operating Assignments	<ul style="list-style-type: none"> - SIGINT Analyst - SMU* - Special Operations Support* - Ranger Regiment* 		<ul style="list-style-type: none"> - SIGINT Analyst SGT - SIGINT SGT - NSA/CSS - SMU* - Special Operations Support* - Ranger Regiment* - Watch NCO 			<ul style="list-style-type: none"> - SR SIGINT SGT - SR SIGINT Analyst SGT - Special Operations Support* - SMU* - Ranger Regiment* - Senior Watch NCO 			This MOS at skill level 35N40 is eligible to compete for MOS 35Z50								
Institutional Assignments	<ul style="list-style-type: none"> Drill SGT, Instructor, Recruiter, Training Developer/Writer, Small Group Leader, Observer/Coach Trainer, Defense Attache, Research Development Test & Evaluation (RDT&E) NCO, Capability Developer, Victim Advocate 					<ul style="list-style-type: none"> SR Drill SGT, SR Instructor, SR Small Group Leader, Recruiter, SR Observer/Coach Trainer, Defense Attache, IG NCO, SARC-VA, EOA, Career Management NCO, Talent Management NCO, Capability Developer 					NOTE: Primary broadening opportunities for AGR are Instructor, Recruiter, OC/T, IG NCO, EOA, and serving in non-MI units. Other broadening opportunities listed only when available to AGR, not typical.						
Military Training	<p>MOS Enhancing: Tactical SIGINT Course, NSA Military Cryptologic Continuing Education Program (MCCEP) Phase 1-3, Military Intern SIGINT Analyst Program (MINSAP), Middle Enlisted Cryptologic Career Advancement Program (MECCAP), OSINT Fundamentals, OSINT Tools and Intel Training, APG Operator Course, Foundry Training,</p> <p>Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, SMU Operators Training Course (OTC),</p> <p>Organizational Enhancing: Airborne, Jump Master, Air Assault, SHARP Foundation Course, EOL/EOA Course, MRT</p>																

* 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: Critical Developmental – SIGINT Sergeant, Watch NCO

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

SFC: Critical Developmental – Senior SIGINT Sergeant, Senior Watch NCO

Broadening – 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

* 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 INDICATIONS

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)

* When AGR can attend based on assignment



U.S. ARMY

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



RCP

Key Developmental Position

MQ rating and highly enumerated ranking

24+ Months as:
-Team Leader
-NCOIC

24+ Months as:
-Squad Leader
-NCOIC
-Section NCOIC

24+ Months as:
-Detachment SGT
-Platoon SGT
-SEA/SEL
-NCOIC

Military/Civilian Education

BLC

ALC

SLC

Some College/Professional Certifications

Operating Assignments

-SIGINT Voice Interceptor
-SFAB
-SMU
-Special Operations Support
-Ranger Regiment

-SIGINT Voice Interceptor Sergeant
-Senior Transcriber
-DTRA Linguist
-Transcription Supervisor
-SMU
-SFAB
-Special Operations Support
Ranger Regiment

-Senior SIGINT Voice Interceptor
-SOT-A NCOIC
-Senior Transcriber
-NSA Site Cryptologic Linguist
-NSA TOPI Senior Cryptologic Linguist
E-MIB Cryptologic Support Team
-SMU
-SFAB
-Special Operations Support
-Ranger Regiment

This MOS at skill level 35P40 is eligible to compete for MOS 35Z50

Institutional Assignments

Drill SGT, Military Language Instructor, Instructor, Small Group Leader, Recruiter, Observer/Coach Trainer, CLPM, Defense Attaché, Research Development Test & Evaluation (RDT&E) NCO, Capability Developer, Training Developer

SR Drill SGT, Chief MLI, SR Instructor, SR Small Group Leader, Recruiter, SR Observer/Coach Trainer, BDE CLPM, Defense Attaché, IG NCO, SARC, EOA, Career Management NCO, Talent Management NCO, Research Development Test & Evaluation (RDT&E) NCO, Capability Developer, Training Developer

NOTE: Primary broadening opportunities for AGR are Instructor, Recruiter, OC/T, IG NCO, EOA, and serving in non-MI units. Other broadening opportunities listed only when available to AGR, not typical.

Military Training

MOS Enhancing: Intermediate/Advanced Language Course, Foundry LLVI Course, Aerial Precision Geolocation Operator Course, MLAP, Basic OSINT Course, OSINT Fundamentals, OSINT Tools and Intel Training, Security Manager Course

Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, Senior Enlisted Joint Professional Military Education (SEJPME) I/II

Organizational Enhancing: Airborne, Jump Master, Air Assault, SHARP Foundation Course, EOA/EOL Course, MRT

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

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

SFC: Critical Developmental – Senior SIGINT Voice Interceptor, Senior Transcriber
Institutional – 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

* When AGR can attend based on assignment



U.S. ARMY

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 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 INDICATIONS

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)

* When AGR can attend based on assignment



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: Critical Developmental – Signals Collection/Analyst SGT, ELINT Analyst, COMINT Analyst

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

SFC: Critical Developmental – Senior Signals Collection/Analyst SGT, Senior TECHINT Analyst, Senior Watch NCO

Broadening – 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 INDICATIONS

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)



U.S. ARMY

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	
Key Developmental Position MQ rating and highly enumerated ranking	24+ Months as: -Team Leader -NCOIC		24+ Months as: -Squad Leader -Section NCOIC			24+ Months as: -Platoon SGT -SEA/SEL -Detachment SGT -NCOIC										
Military/Civilian Education			BLC		ALC		SLC		Some College/Professional Certifications							
Operating Assignments	-MI SYS MAINT/INTGR -SMU	-MI SYS MAINT/INTGR -SMU -Shop Foreman -Quality Assurance/Quality Control NCOIC -Production Control NCOIC	-MI SYS MAINT/INTGR SGT -SMU -Intelligence Maintenance Support Activity (IMSA) NCOIC -SFAB	-Senior MI SYS MAINT/INTGR -SMU -IMSA NCOIC			This MOS at skill level 35T40 is eligible to compete for MOS 35Z50									
Broadening Assignments	Defense Attache*		Drill SGT, Recruiter, Small Group Leader (SGL), Instructor, Capability Developer, Defense Attache*			SR Drill SGT, SR SGL, SR Instructor, Observer/Coach Trainer, Defense Attache*, Recruiter, Training Developer, SR Capability Developer, Talent Management NCO, Career Management NCO, IG NCO, SARC, EOA, Research Development Test & Evaluation (RDT&E) NCO			NOTE: Primary broadening opportunities for AGR are Instructor, Recruiter, OC/T, IG NCO, EOA, and serving in non-MI units. Other broadening opportunities listed only when available to AGR, not typical.							
Military Training	<p>MOS Enhancing: Distributed Common Ground System – Army (DCGS-A) Maintainer Course, Joint Targeting Course, Digital Intelligence Systems Foundations Course (DIS-FC), Gunner Entry Program (GEP), and Global Command and Control System-Army (GCCS-A)</p> <p>Individual Enhancing: Ranger, Battle Staff, Anti-Terrorism/Force Protection Level I/II, and Enlisted Joint Professional Military Education (EJPME) I/II</p> <p>Organizational Enhancing: Airborne, Jump Master, Air assault, SHARP Foundation Course, EOL/EOA Course, MRT and Digital Intel Systems Master Gunners Course (DISMG-C)</p>															

* 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 35Z50 at MSG

CSM/SGM: 35Z50 become 35Z60 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 35Z50 at MSG

CSM/SGM: 35Z50 become 35Z60 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: Critical Developmental – MI Systems Maintainer/Integrator SGT, Intelligence Maintenance Support Activity (IMSA) NCOIC,
Broadening – Drill Sergeant, Recruiter, Small Group Leader (SGL), Instructor, Capability Developer, Defense Attaché

SFC: Critical Developmental – Senior MI Systems Maintainer/Integrator, IMSA NCOIC
Broadening – 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

* 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 INDICATIONS

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

* When AGR can attend based on assignment





U.S. ARMY

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

Years of Service

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

<p>xx</p>	<p>xx</p>	<p>¶ xx</p> 	 <p style="text-align: right;">RCP ¶</p>
<p>Key-Developmental-Position ¶ MQ-rating-and-highly-enumerated-ranking</p>	<p>xx</p>	<p>-First Sergeant ¶ -SEA/SEL ¶ -SMU-Team-SGT-w/-SQI-T</p>	<p>-CSM-(BN/Squadron/BDE/Garrison) ¶ -DIV-G2-SGM ¶ -Operations-SGM ¶ -Intelligence-SGM ¶ -Troop-SGM</p>
<p>Military/Civilian-Education</p>	<p>xx</p>	<p>xx</p> <p style="text-align: center;">MLC ¶</p> <p style="text-align: center;">Associate's-Degree ¶</p>	<p>xx</p> <p style="text-align: center;">SMC ¶</p> <p style="text-align: center;">Bachelor's-Degree ¶</p>
<p>Critical-Development</p>	<p>The-following-MOS's-and-skill-levels-are-eligible-to-compete-for-MOS-35Z50:-35F40,-35F40,-35L40,-35M40,-35N40,-35P40,-35S40,-35T40</p>	<p>-First Sergeant ¶ -SEA/SEL ¶ -Division/Corps-ACE-NCOIC ¶ -S2-NCOIC-(BDE) ¶ -Operations-Sergeant-(BN/BDE)</p>	<p>-CSM-(BN/Squadron/BDE/Garrison) ¶ -J2-SEA/SEL ¶ -Operations-SGM ¶ -Intelligence-SGM ¶ -Intelligence-Senior-SGT-(Ranger-Regiment/Special-Operations) ¶ -Troops-SGM</p>
<p>Broadening-Assignments</p>	<p>xx</p>	<p>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-NCO</p>	<p>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-(NCOL/CoE),-SGM-A-Fellowship-Program,-Congressional-Fellowship,-White-House-Fellowship,-Military-Personnel-Exchange-Program</p>
<p>Military-Trainings</p>	<p>xx</p>	<p>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</p>	<p>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</p>



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

Broadening – 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: Critical Developmental – 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 INDICATIONS

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

* When AGR can attend based on assignment