

## **Adjutant General (AG) Corps (Career Management Field 42) Career Progression Plan**

### **Chapter 1. Duties**

The purpose of the Adjutant General (AG) Corps is to provide manpower, Human Resources (HR) support, and band support to commanders at all echelons, to enhance the readiness and operational capabilities of the total force and ensure success across the full spectrum of military operations. The AG Branch manages the HR life-cycle functions that include structure, acquisition, distribution, development, deployment, compensation, sustainment, and transition to help ensure a quality force. HR NCOs conduct core competencies outlined in FM 1-0, Human Resources Support and are supplemented by JP 1-0, Joint Personnel Support when assigned to support Joint, Inter-agency, Inter-governmental and Multinational (JIIM) operations. Specially selected and managed assignments including the Defense Intelligence Agency (DIA), White House Communications Agency (WHCA), Special Operations Forces (SOF), Special Missions Units (SMU), and others, provide HR professionals the opportunity to execute core competencies while supporting national-level missions. HR NCOs must possess the necessary technical and operational expertise to advise commanders and Senior Enlisted Leaders on the human dimension of readiness in decisive action. They must be able to comprehend and integrate the organization, structure, and doctrine of the Army as it evolves in the face of rapidly changing complex situations. They employ automated human resources information systems and standard software applications, manage requirements, prepare for near-term developments, and forecast needs. Army Bands serve as a combat multiplier and play an integral part in the sustainment of forces engaged in unified land operations. Army Bands promote the Army and our national interests, enable commanders to shape the environment to accomplish their mission, and set the conditions that lead to trust and confidence in America's Army and its readiness to conduct operations in peacetime, conflict, and war. Army Musicians are among the Army's most visible and effective builders of esprit de corps and cohesion and serve to enhance the Army's public image. Therefore, Army Musicians must demonstrate the highest level of professional performance and appearance standards to best represent the Army and serve the Nation.

### **Chapter 2. Transformation**

Human Resources Soldiers are valuable and vital parts of every organization as they support and manage the Army's most important resource – its people. It is imperative that HR NCOs remain in the forefront as the Army undergoes continued transformation to meet the Nation's needs now and into the future. As a result, HR NCOs must remain knowledgeable and relevant within their field through professional military and civilian education and successful performance in competency-based assignments. HR competency-based assignments are G-1/J-1/AG, S-1s, and Standard Requirement Code (SRC) 12 units (Theater Personnel Operations Center (TPOC), Military Mail Terminal Teams (MMT), Human Resources Operations Center (HROC), Human Resources Operations Branch (HROB), Theater Gateway Personnel Accountability Teams (TG PAT), HR Company HQs, Postal Platoons, HR Platoons, Personnel Accountability Teams (PAT), Casualty Liaison Teams (CLT)). HR Support is an element of personnel services and is aligned under the Sustainment Warfighting functions described in ADP 3-0 and 4-0. HR NCOs support the force by executing the core competencies using the six interdependent enduring principles of Integration, Anticipation, Responsiveness, Synchronization, Timeliness, and Accuracy. Therefore, HR NCOs must fully understand the structure and warfighting doctrine of their organization. Furthermore, they are leaders responsible for the tactical and technical training of their subordinates in HR systems, policy, directives, and guidance. Due to the specialized technical skills required of Army Band Soldiers, all positions within Army Bands are competency-based assignments. Musicians incorporate industry standard performance

techniques into operationally appropriate musical support products and provide training on these techniques to subordinates in order to provide critical support to the senior commander's strategic outreach. The role of Army Bands in strategic outreach includes performing music in support of Soldiers, Families, recruiting, public diplomacy, community relations, and education. Additionally, Army Bands provide support to coalition operations to help build political, diplomatic, and social bonds between U.S. Forces and peoples of other nations, as well as provide support for ceremonies, troop functions, concerts, protocol functions, and religious ceremonies at home and abroad. Army Bands provide Music Performance Teams (MPT) to conduct music support operations, provide mission command for MPTs to allow concurrent mission support, and actively support efforts to recruit civilian personnel for service in all components of the Army.

The Proponent for the AG Branch is the Commandant, Adjutant General School (Personnel and Leader Development Division), 10,000 Liberty Division Road, Fort Jackson, SC 29207-7025. Personnel Developers can be reached at 803-751-8352, 803-751-8347 or DSN 734-8352/8347.

### **Chapter 3. Recommended career management self-development, by rank**

#### ***a. Private - Specialist/Corporal***

(1) Soldiers should study and become familiar with military publications related to equipment Soldiers should study, become familiar with, and understand military publications (can be found on the Army Publishing Directorate website at <https://armypubs.army.mil/>) related to equipment and duty skills associated with their MOS and assignment such as: STP 21-1-SMCT; ADP 6- 22; TC 3-21.5; TC 3-22.9; FM 7-22; FM 1-0; ATP 1-0.1; ATP 1-0.2; AR 25-50; AR 670-1; DA PAM 600-25; AR 600 series; all -10 level maintenance manuals associated with their equipment; and Warrior Tasks and Battle Drills (WTBD) associated with their current assignment.

The following are suggested for self-development: TC 7-22.7, AKO and <http://www.train.army.mil/> contain additional reading material for self-development.

(1) Self-development competitive Soldier boards, such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) Data application

a. Data educated: ability to understand, interpret, and communicate effectively with data.

(3) Integrated Personnel and Pay System-Army (IPPS-A): functional training.

#### ***b. Sergeant***

(1) The SGT is first and foremost a trainer of Soldiers. SGTs must demonstrate a high degree of proficiency in MOS duties and competence of leadership functions commensurate with their position to train and lead Soldiers effectively. The SGT's career progression relies upon a strong drive to excel in duty performance in addition to the attainment of additional knowledge, skills and experience related to leadership and MOS competency.

(2) SGTs will read and demonstrate knowledge of the following publications: Skill Level (SL) 10 publications in addition to the following military publications: STP 21-24-SMCT; ADP 1-0; ADP 3-0; ADP 6-0; ADP 6-22; ADP 7-0; FM 1-0; FM 4-0; ATP 1-0.1, ATP 1-0.2; ATP 4-0; AR 25-50; AR 670-1; DA PAM 600-25; AR 600 series.

(3) The following is suggested for self-development: The Service members Opportunity Colleges Army Degree website provides information on degree programs that relate to military occupational specialties; TC 7-22.7, and <http://www.train.army.mil/> contain additional reading material for self-development.

(4) Self-development of competitive Soldier boards, such as NCO of the Quarter/Year

and the SGT Audie Murphy/SGT Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(5) Data application

a. Data educated: ability to understand, interpret, and communicate effectively with data.

(6) Integrated Personnel and pay System-Army (IPPS-A): functional training.

c. *Staff Sergeant*

(1) The SSG's professional competence is measured by how well they develop, maintain and use the full range of human potential of their Soldiers. This is typically the first level of leadership at which the NCO is responsible for leading and developing other leaders. SSGs should continue to hone leadership skills and maintain a high proficiency level in their MOS.

(2) SSGs will study and develop proficient knowledge of SL10 and SL20 publications in addition to the following military publications: STP 21-24-SMCT; DA PAM 611-21; DA PAM 600-25; ADP 1-02; ADP 3-90; AR 350-1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following is required for self-development: TC 7-22.7, AKO and <http://www.train.army.mil/> contain additional reading material for self-development.

(4) Self-development competitive Soldier boards, such as NCO of the Quarter/Year and the SGT Audie Murphy/SGT Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(5) SSGs who complete an Associate's Degree program or 60 semester hours of college at this level should be considered ahead of their peers.

d. *Sergeant First Class*

(1) The SFC is expected to dispatch leadership and other duties with an expert level of professionalism. As NCOs become more senior in rank, self-motivated development becomes more important. Activities such as professional reading or college courses help the Senior NCO (SNCO) develop organizational leadership skills needed to coach, teach and mentor Soldiers.

(2) SFCs will study and demonstrate proficient knowledge of the SL 10-30 publications in addition to the following military publications: FM 1-0; ADP 4-0; ADP 5-0; ADP 6-0; AR 220-1; all -10 level maintenance manuals associated with their equipment; and battle drills associated with their current assignment.

(3) The following is required for self-development: TC 7-22.7, AKO and <http://www.train.army.mil/> contain additional reading material for self-development.

(4) Self-development competitive Soldier boards, such as NCO of the Quarter/Year and the SGT Audie Murphy/SGT Morales Clubs broaden the knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(5) SFC who complete an Associate's Degree program or 60 semester hours of college and continue to accumulate college credit towards a Bachelor's Degree at this level should be considered ahead of their peers.

e. *Master Sergeant/First Sergeant*

(1) MSGs/1SGs who complete a Bachelor's Degree and continue to accumulate college credit towards a Master's Degree by this stage of service should be considered ahead of their peers.

(2) MSGs/1SGs should study and master the SL 10-40 publications in addition to the following military publications: AR 600-20; AR 840-10.

(3) MSGs/1SGs should broaden their focus by leveraging other distributed learning programs, to include functional training. They must recognize their new role and pursue functional courses from various sources that will enhance their understanding of how the Army operates in order to influence and improve the Army's systems and contribute to the success of their organizations.

(4) The following is suggested for self-development: Sergeant Major of the Army (SMA) Reading List. Continuous professional reading aids the Senior NCO in developing and refining organizational leadership skills to coach, teach and mentor Soldiers. NCOs will broaden their focus and pursue functional course offerings from various sources.

*f. Sergeant Major/Command Sergeant Major*

(1) SGMs/CSMs possess a broad understanding of strategic and organizational behavior in order to advise commanders in operations and enlisted matters.

(2) SGMs/CSMs who complete Master's Degree in their chosen discipline should be considered ahead of their peers. Activities like professional reading or college courses help the SNCO develop organizational leadership skills needed to coach, teach and mentor Soldiers. As their communications inherently reach a large number of Soldiers, outstanding communications skills are required. Skills in community and public relations are also important since the SGMs/CSMs will often be representing the Army and the command in civic functions.

(3) SGMs/CSMs should read publications on the Army and their command team's professional reading list. Continued individual reading about world politics, geo-political issues, Chief of Staff (CSA) of the Army Reading List, SMA Reading list; General Army Links, Army Leadership publications. Military publications relating to Army operations and current battle doctrine enhances the knowledge base of the leader.

**Chapter 4. Military occupational specialty 42A human resources specialist**

*a. Major duties.* The HR specialist manages and performs HR functions in support of every echelon of command across DOD. HR support is executed through the four core competencies and key functions outlined in FM 1-0, Human Resources Support. These competencies are unique and ensure Army readiness. The core competencies are:

(1) Man the Force - consists of the key functions that affect personnel aspects of building combat power of an organization. The key functions of Man the Force are Personnel Readiness Management (PRM), Personnel Accountability (PA), Strength Reporting (SR), HR Support to Replacement Operations, and Personnel Information Management (PIM).

(2) Provide HR Services - consists of the functions conducted by HR professionals that specifically impact Soldiers and organizations and include the key functions of Essential Personnel Services (EPS), Postal Operations and Casualty Operations.

(3) Coordinate Personnel Support - includes Morale, Welfare, and Recreation (MWR), Command Interest Programs (CIP), Retention Operations (RO), and Army Music operations. These functions normally require coordination by Deputy Chief of Staff, G-1/AG, S-1s and generally fall under their responsibilities.

(4) Conduct HR Planning and Operations - functions that support the means by which HR leaders envision a desired HR end-state in support of the operational commander's mission requirements. Operation of HR mission command includes establishing, operating, and maintaining connectivity to HR data and voice communication nodes needed for HR operations across all commands and echelons.

(5) These duties are performed in Companies, BN and BDE level S1s, SMUs, SOF, G1/J1 sections, Human Resources Sustainment Center (HRSC), Military Mail Terminal Teams (MMT), Human Resources Operations Center (HROC), Human Resources Operations Branch (HROB), Theater Gateway Personnel Accountability Teams (TG PAT), HR Company HQs, Postal Platoons, HR Platoons, Personnel Accountability Teams (PAT), Casualty Liaison Teams (CLT) and Army/Joint level staffs. Assignments to Joint Force J1s require the execution of HR core competencies along with specific focus on management of joint manpower, readiness, DoD awards, and other joint policies in support of Joint Force Commanders at all echelons and in a full range of operational environments. There are some RC-unique duties in Joint Force HQs, and USAR Readiness Divisions. HR SPCs advise commanders, staffs, and Soldiers on HR functions and capabilities at strategic, operational and tactical levels. They focus on HR

management; supervise personnel management activities such as wartime Personnel Accounting and Strength Reporting (PASR), casualty OPS, postal OPS and other HR functions. They also train and supervise military and civilian personnel in organizational HR support. In order to execute the major duties, HR SPCs operate and manage numerous HR systems, to include, but not limited to, the Enlisted Distribution and Assignment System (EDAS), Total Officer Personnel Management Information System (TOPMIS), Electronic Military Personnel Office (eMILPO), Deployed Theater Accountability Software (DTAS), Tactical Personnel System (TPS), Interactive Personnel Electronic Records Management System (iPERMS), Defense Casualty Information Processing System (DCIPS) and the Fourth-Estate Manpower Tracking System (FMTS). HR SPCs in the RC also manage unique programs such as Regional Level Application Software (RLAS), Reserve Component Management System (RCMS) and the Soldier Management System (SMS); HR systems dedicated to the management of Soldiers, their Families, DOD Civilians, Retirees and Contractors.

*b. Prerequisites.* See DA PAM 611–21 in the HR Smartbook for details located at <https://www.milsuite.mil/book/groups/smarbookdapam611-21>.

*c. Goals for Development.*

(1) *Career Management.* The ACT, in conjunction with DA PAM 600-25, informs HR Soldiers and NCOs on how their career and professional development patterns should unfold. All HR Soldiers should be enrolled in and actively utilizing ACT as a tool to monitor and guide career progression both for themselves and their subordinates.

(2) *Achievements.* Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement.

(a) Adjutant General's Corps and/or Regimental awards include the AG Corps Soldier and NCO of the Year/Month, Major General Horatio Gates Medal (Bronze/Gold), Colonel Robert L. Manning Achievement Medal, President Benjamin Harrison Medal and the President Theodore Roosevelt Medal.

(b) Personal Awards. Recognition of exemplary performance can set a Soldier ahead of their peers for promotion and should be considered based on the individual events and merit that resulted in recognition. Awards should not serve as a sole consideration when competing for promotion.

(c) Recognition. Soldiers selected by their peers for membership in the SGT Morales or SGT Audie Murphy Clubs, as well as recognition as BDE or higher "Soldier of the Quarter/NCO of the Quarter" or "Soldier of the Year/NCO of the Year" awards, should be considered above their peers. NCOs who are named "Distinguished Honor Graduate," "Honor Graduate," who are placed on the Commandant's List in the top 20 percent of a graduating class, are selected as "Distinguished Leadership Awardee" or achieved "Superior Academic Achievement" in any NCOPDS, have demonstrated greater ability and potential than those who have not.

### **1. Private - Specialist/Corporal**

(a) *Operational assignments.* The focus during the early years of a HR SPC's career must be on building a strong base of technical expertise in basic MOS skills and common Soldier tasks. Assignments may include, but are not limited to, HR Specialist in a Modified Table of Organization and Equipment (MTOE) HR Company, Human Resource Operational Center, Battalion, Brigade, Division, CORPS, Army Service Component Command, Human Resources Operations Branch, HR Squad, Human Resources Sustainment Center and Executive Administrative Assistant at Battalion, Brigade or Division level.

(b) *Generating assignments:* HR Specialist in a Table of Distribution and Allowances (TDA) Company, Battalion, Brigade, Division, Military Entrance Processing Station; Executive Administrative Assistant

(c) *Broadening assignments:* Unit Operations / Schools

(d) *Institutional training:*

(1) *Professional Military Education*: Basic Leader Course (BLC); Distributed Leaders Course 1; Completion of DLC 1 is mandatory and must be accomplished before you are eligible to appear before a SGT promotion board in the primary zone, otherwise you will be subject to a HQDA bar to continued service. This course qualifies you for promotion board appearance and meets prerequisites for attendance at specified NCOPDS. Soldiers must complete BLC as a requirement for promotion to Sergeant.

(2) *Functional Training*: Culture and Language Training; Postal Operations (ASI F5); Executive Administrative Assistant (ASI F3); Airborne School (SQI P); Air Assault School (ASI 2B); Ranger School (SQI V)

(e) *Lifelong Learning*: Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Associate's degree

(f) *Self Development*: Soldier of the Month/Quarter/Year Board; AG Soldier of the Month/Quarter/Year Board

(g) *Credentials/Certifications*:

(1) *Star Credentials*: Microsoft Office Specialist (MOS): Microsoft Office 2013; Microsoft Office Specialist (MOS): Microsoft Office 2016

(2) *Proponent Recommended*: Associate Professional in Human Resources; Certified Associate in Project Management; Project Management Professional

## **2. Sergeant**

(a) *Operational assignments*. The focus during this phase of a career should be on operational assignments that develop leadership skills, MOS skills, and common Soldier skills. Technical and tactical expertise will be essential in the execution of HR core competencies in operational assignments. These assignments may include, but are not limited to, HR Sergeant in a MTOE HR Company, Battalion, Brigade, Security Forces Assistance Brigade, Special Operations Forces, Special Mission Unit, Airborne, Division, CORPS, Army Service Component Command G1, Human Resource Operational Center, Human Resources Operations Branch, HR Squad, Human Resources Sustainment Center, Postal Supervisor and Administrative Assistant at Battalion, Brigade, Division or CORPS level.

(b) *Generating assignments*: HR Sergeant in a TDA NATO, JOINT, G1; Postal Instructor; Executive Administrative Assistant (Training Battalion / Brigade - CMD); Military Entrance Processing Station NCO; IPPS-A Field Integration

(c) *Broadening assignments*: Drill Sergeant; Recruiter; DOD / JOINT / NATO Staff; Battalion / Brigade S3 NCO; Defense Attaché; Defense Courier;

(d) *Institutional Training*:

(1) *Professional Military Education*: Advanced Leader Course; Distributed Leaders Course 2; Completion of DLC 2 is mandatory and must be accomplished before you are eligible to appear before a SSG promotion board in the primary zone, otherwise you will be subject to a HQDA bar to continued service. This course qualifies you for promotion board appearance and meets prerequisites for attendance at specified NCOPDS. Soldiers must complete ALC as a requirement for promotion to Staff Sergeant. Consider NCOs ahead of their peers and best qualified for promotion if they achieve distinguished recognition such as Honor Graduate, Commandant's List, Distinguished Leader Award or Superior Academic Achievement.

(2) *Functional Training*: Culture and Language Training; Postal Operations (ASI F5); Postal Supervisor (ASI F4); Executive Administrative Assistant (ASI E3); Airborne School (SQI P); Air Assault School (ASI 2B); Ranger School (SQI V); Security Forces Assistance Advisor Course (SQI 3)

(e) *Lifelong Learning*: Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Associate's degree

(f) *Self Development*: Sergeant Audie Murphy Board; Sergeant Morales Board; NCO of the Month/Quarter/Year Board; AG NCO of the Month/Quarter/Year Board

(g) *Credentials/Certifications*:

(1) *Star Credentials*: Associate Professional in Human Resources (aPHR)

(2) *Proponent Recommended*: Certified Associate in Project Management; Project Management Professional

### **3. Staff Sergeant**

(a) *Operational assignments*: The focus during this phase of a NCO's career must be on continued development and refinement of leadership skills and tactical and technical expertise. NCOs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. NCOs should avoid back to back generating or special assignments as they reduce proficiency in HR core competencies due to continuous changes in modernization, structure, and doctrine. The key experiences are operational assignments of increased responsibility that best prepare Human Resources SSGs to perform duties and handle the responsibilities of a SFC. The key experiences for CMF 42A SSG include Battalion S1 Senior Human Resources Sergeant or Human Resources Sergeant within the Battalion/Brigade/Special Forces Group/Division. Other assignments also include, but are not limited to, Senior HR Sergeant in a MTOE Security Forces Assistance Brigade, Special Mission Unit, Airborne, Division / CORPS / Army Service Component Command G1, Human Resource Operational Center, Human Resources Operations Branch, Human Resources Sustainment Center, HR Company Squad Leader, Postal Platoon Supervisor, Operations NCO, and Executive Administrative Assistant in (BN, BDE, DIV, CORPS, ASCC, DRU, MACOM, ACOM)

(b) *Generating assignments*: Senior HR Sergeant in a TDA NATO, Joint, G1; AIT Instructor; Noncommissioned Officer Academy Small Group Leader; Proponent NCO; Writer Developer; Human Resources Command, HR Sergeant; Active Component / Reserve Component Advisor; Reserve Officers' Training Corps Instructor; IPPS-A Field Integration

(c) *Broadening assignments*: Drill Sergeant; Recruiter; DOD / JOINT / NATO Staff; Battalion / Brigade S3 NCO; Defense Attaché; Defense Courier

(d) *Institutional Training*:

(1) *Professional Military Education*: Senior Leader Course; Distributed Leaders Course 3; Effective 1 May 2020, completion of DLC 3 is mandatory and must be accomplished before you are eligible for promotion to SFC in the primary zone, otherwise you will be subject to a HQDA bar to continued service. Primary zone eligibility for promotion to SFC is met once you have accumulated 36 months' time in grade and six years active federal service. This course qualifies you for promotion pin-on and meets prerequisites for attendance at specified NCOPDS. Soldiers must complete SLC as a requirement for promotion to Sergeant First Class. Consider NCOs ahead of their peers and best qualified for promotion if they achieve distinguished recognition such as Honor Graduate, Commandant's List, Distinguished Leader Award or Superior Academic Achievement.

(2) *Functional Training*: Culture and Language Training; Postal Operations (ASI F5); Postal Supervisor (ASI F4); Manpower/Force Development; Executive Administrative Assistant (ASI F3); Battle Staff (ASI 2S); Airborne School (SQI P); Air Assault School (ASI 2B); Ranger School (SQI V)

(e) *Lifelong Learning*: Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Associate's degree



(f) *Self Development*: Sergeant Audie Murphy Board; Sergeant Morales Board; NCO of the Month/Quarter/Year Board; AG NCO of the Month/Quarter/Year Board

(g) *Credentials/Certifications*:

(1) *Star Credentials*: N/A

(2) *Proponent Recommended*: Associate Professional in Human Resources (aPHR); Certified Associate in Project Management; Project Management Professional

(h) Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the best qualified and most qualified SSGs to be selected to the next higher grade:

(1) A SSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The best qualified SSG to be selected for SFC is:

(a) *Leadership positions*: 18-24 months of successful duty as a battalion S1 Senior HR Sergeant and at least 12 months of successful duty in a broadening assignment with MQ rating and highly numerated ranking. The only exception to the 18-24 months is for Soldiers who have successfully performed at the next higher grade (as indicated by evaluations) as they have demonstrated their ability to perform at the next level and should be promoted ahead of their peers. NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB)

(b) *Physical Fitness*: scoring 270 and above on the APFT (with at least 90 points in each event)

(c) *Military Education*: exceeded ALC course standards, Leadership Award; Distinguished Honor/Honor Graduate

(d) *Civilian Education*: Associate's Degree

(e) *Training*: Special consideration should be given to those NCOs who have completed training beyond required NCOPDS and DLC: Drill Sergeant School; Recruiter; Ranger School; Postal Operations/Supervisor; Airborne; Air Assault

(f) *Other Indicators*: Instructor Badge; Audie Murphy/SGT Morales; AG NCO of the Year/ NCO of the Year (Brigade level or higher); Volunteer Service (MOVSM); Associate in Professional Human Resources Certification (aPHR)

(2) The most qualified SSG to be selected for SFC is:

(a) *Leadership positions*: At least 12 months of successful duty as a battalion S1 SR HR SGT with HQ rating and mid-level numerated ranking. NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB).

(b) *Physical fitness*: scoring 240-269 on the APFT

(c) *Military Education*: exceeded ALC Course Standards, Commandant's List

(d) *Civilian Education*: some college towards an Associate's Degree

(e) *Training*: Battle Staff; Manpower/Force Management Course; Joint Military Attaché; Master Resilience Training; Sexual Harassment/Assault Response and Prevention; Master Fitness Trainer

#### **4. Sergeant First Class**

(a) *Operational assignments*: SFCs should maintain a good balance of generating and operating force assignments that enhance a Soldier's experience, knowledge, and career progression. The key experience are operational assignments of increased responsibility that best prepare Human Resources SFCs to perform duties and handle the responsibilities of a MSG. The key experiences for CMF 42A SFC include Battalion/Brigade/Special Forces Group S1 Senior Human Resources Sergeant and G1/J1 Human Resources Sergeant. Other assignments may include, but are not limited to, Senior HR Sergeant in a MTOE Security Forces Assistance Brigade, Special Mission Unit, Airborne, Division/CORPS/Army Service Component Command G1; Human Resource Operational Center; Human Resources Operations Branch; Human Resources Sustainment Center; HR Company Platoon Sergeant;



Postal Platoon Sergeant; HR Operations NCO; Executive Administrative Assistant in (ACOM, MACOM, ASCC).

*(b) Generating assignments:* Senior HR Sergeant in a TDA NATO, Joint, G1; Senior AIT Instructor; Senior Noncommissioned Officer Academy Small Group Leader; Proponent NCO; Human Resources Command Professional Development NCO, HR Sergeant; Writer Developer; Military Entrance Processing Station Processing NCO; Active Component / Reserve Component Advisor; Reserve Officers' Training Corps Instructor; Directorate of Training and Doctrine NCOIC; IPPS-A Field Integration

*(c) Broadening assignments:* Drill Sergeant; Recruiter; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Combat Training Center Observer / Controller; Training with Industry; Defense Attaché; Defense Courier;

*(d) Institutional Training:*

*(1) Professional Military Education:* Master Leader Course (MLC); Distributed Leaders Course 4; Effective 1 May 2020, completion of DLC 4 is mandatory and must be accomplished before you are eligible for promotion to MSG in the primary zone, otherwise you will be subject to a HQDA bar to continued service. Primary zone eligibility for promotion to MSG is met once you have accumulated 36 months' time in grade and eight years active federal service. This course qualifies you for promotion pin-on and meets prerequisites for attendance at specified NCOPDS. Soldiers must complete MLC as a requirement for promotion to Master Sergeant. Consider NCOs ahead of their peers and best qualified for promotion if they achieve distinguished recognition such as Honor Graduate, Commandant's List, Distinguished Leader Award or Superior Academic Achievement.

*(2) Functional Training:* Brigade S1 Course; HR Plans and Operations Course; Postal Supervisor (ASI F4); Postal Operations (ASI F5); Battle Staff (ASI 2S); Manpower/Force Development; Culture and Language Training; Airborne School (SQI P); Air Assault School (ASI 2B); Ranger School (SQI V)

*(e) Lifelong Learning:* Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Bachelor's degree

*(f) Self Development:* Sergeant Audie Murphy Board; Sergeant Morales Board; NCO of the Month/Quarter/Year Board; AG NCO of the Month/Quarter/Year Board

*(g) Credentials/Certifications.*

*(1) Star Credentials:* Professional in Human Resources

*(2) Proponent Recommended:* Certified Associate in Project Management; Project Management Professional

*(h)* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the best qualified and most qualified SFCs to be selected to the next higher grade:

*(1)* A SFC that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The best qualified SFC to be selected for MSG is:

*(a) Leadership positions:* 18-24 months of successful duty as a battalion/brigade S1 Senior HR Sergeant at present or prior NCO rank (SSG or above as indicated by evaluations) and at least 12 months of successful duty in a broadening assignment with MQ rating and highly numerated ranking. The only exception to the 18-24 months is for Soldiers who have successfully performed at the next higher grade (as indicated by evaluations) as they have demonstrated their ability to perform at the next level and should be promoted ahead of their peers; NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB).

(b) *Physical fitness*: scoring 270 and above on the APFT (with at least 90 points in each event)

(c) *Military Education*: exceeded SLC Course Standards, Leadership Award, Distinguished Honor/Honor Graduate

(d) *Civilian Education*: Bachelor's degree

(e) *Training*: Special consideration should be given to those NCOs who have completed training beyond required NCOPDS and DLC: Drill Sergeant School; Recruiter; Ranger School; Postal Supervisor Course; HR Plans and Operations; Airborne, Air Assault

(f) *Other Indicators*: Instructor Badge; Audie Murphy/SGT Morales; AG NCO of the Year/ NCO of the Year (Brigade level or higher); Volunteer Service (MOVSM); Professional in Human Resources

(2) The most qualified SFC to be selected for MSG is:

(a) *Leadership positions*: At least 12 months of successful duty as a battalion/brigade S1 Senior HR Sergeant at present or prior NCO rank (SSG or above as indicated by evaluations) with HQ rating and mid-level numerated ranking. NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB).

(b) *Physical fitness*: scoring 240-269 on the APFT

(c) *Military Education*: Exceeded SLC Course Standards, Commandant's List

(d) *Civilian Education*: Associate's Degree

(e) *Training*: Battle Staff; Postal Supervisor Course; Manpower/Force Development Course; Joint Military Attaché; Equal Opportunity Advisor; Master Resilience Training; Sexual Harassment/Assault Response and Prevention; Master Fitness Trainer

#### **5. Master Sergeant / First Sergeant**

(a) *Operational assignments*: Continue to maintain a good balance of generating and operating force assignments. Assignments that continue to develop the Soldier's experience, knowledge, and career progression. The key experiences positions are operational assignments of increased responsibility that best prepare Human Resources MSGs to perform duties and handle the responsibilities of a Human Resources SGM. The key experiences for CMF 42A MSG include Brigade/Special Forces Group S1 Senior Human Resources Sergeant and Strength Management NCOIC. Other assignments may include, but are not limited to, Senior HR Sergeant in a MTOE Security Forces Assistance Brigade, Special Mission Unit, Airborne, Division / CORPS / Army Service Component Command G1 Strength Manager, Human Resources Sustainment Center, Human Resources Operations Branch; HR Company First Sergeant; NATO First Sergeant; Postal Supervisor.

(b) *Generating assignments*: Senior HR Sergeant in a TDA NATO, Joint, G1; Military Entrance Processing Station First Sergeant; Human Resources Command Senior HR Sergeant (Branch Manager / Professional Developmental NCO); Training Technology Division NCOIC; Human Resources Command Operations NCO; Force Development NCO; Reserve Officers' Training Corps Instructor; IPPS-A Field Integration; Manpower/Force Management; Army Reserve Expeditionary Cells (AREC)

(c) *Broadening assignments*: Noncommissioned Officer Academy Deputy Commandant; Noncommissioned Officer Academy First Sergeant; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Training with Industry; Defense Attaché; DOD / Joint Staff NCO

(d) *Institutional Training*:

(1) *Professional Military Education*: Senior Enlisted Joint Professional Military Education, U.S. Army Sergeants Major Academy, Distributed Leaders Course Level 5. Effective 1 May 2020, completion of DLC 5 is mandatory and must be accomplished before you are eligible for promotion to MSG in the primary zone otherwise you will be subject to a HQDA bar to continued service. Primary zone eligibility for promotion to MSG is met once you have accumulated 36

months' time in grade and eight years active federal service. This course qualifies you for promotion pin-on and meets prerequisites for attendance at specified NCOPDS. Completion of the Sergeants Major requirement to be considered for promotion to Sergeant Major. Consider NCOs ahead of their peers and best qualified for promotion if they achieve distinguished recognition such as Honor Graduate, Commandant's List, Distinguished Leader Award or Superior Academic Achievement.

(2) *Functional Training*: Brigade S1 Course; HR Plans and Operations Course; Postal Supervisor (ASI F4); Postal Operations (ASI F5); Battle Staff (ASI 2S); Manpower/Force Development; Airborne School (SQI P); Air Assault School (ASI 2B); Ranger School (SQI V); Culture and Language Training

(e) *Lifelong Learning*: Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Master's Degree

(f) *Self Development*: Not applicable

(g) *Credentials/Certifications*:

(1) *Star Credentials*: Senior Professional in Human Resources

(2) *Proponent Recommended*: Certified Associate in Project Management; Project Management Professional

(h) Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the best qualified and most qualified MSGs to be selected to the next higher grade:

(1) A MSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The best qualified MSG to be selected for SGM is:

(a) *Leadership positions*: 18-24 months of successful duty as a Brigade S1 Senior HR Sergeant at present rank and at least 12 months of successful duty as a 1SG, or in broadening assignment with MQ rating and highly numerated ranking; The only exception to the 18-24 months is for Soldiers who have successfully performed at the next higher grade (as indicated by evaluations) as they have demonstrated their ability to perform at the next level and should be promoted ahead of their peers; NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB)

(b) *Physical fitness*: scoring 270 and above on the APFT (with at least 90 points in each event)

(c) *Military Education*: exceeded MLC Course Standards, Leadership Award; Distinguished Honor/Honor Graduate

(d) *Civilian Education*: some college towards Master's Degree

(e) *Training*: Special consideration should be given to those NCOs who have completed training beyond required NCOPDS and DLC: Ranger School; Brigade S-1 Operations; HR Plans and Operations; Airborne; Air Assault

(f) *Other Indicators*: Instructor Badge; Audie Murphy/SGT Morales; Volunteer Service (MOVSM); Senior in Professional in Human Resources Certification

(2) The most qualified MSG to be selected for SGM is:

(a) *Leadership positions*: at least 12 months of successful duty as a Brigade S1 Senior HR Sergeant at present rank with HQ rating and mid-level numerated ranking; NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB).

(b) *Physical fitness*: scoring 240-269 on the APFT

(c) *Military Education*: Exceeded MLC Course Standards, Commandant's List

(d) *Civilian Education*: Bachelor's Degree

(e) *Training*: Battle Staff; Inspector General; Equal Opportunity Advisor; Mater Fitness Trainer

## **6. Sergeant Major/Command Sergeant Major**

(a) *Operational assignments:* The HR core competency based assignments for SGMs may include but are not limited to, G1 Sergeant Major (ACOM – 8A), G1 Sergeant Major (DIV, CORPS, MSC, DRU, ASCC), NATO, Battalion / Brigade Command Sergeant Major, Human Resources Sustainment Centers Sergeant Major.

(b) *Generating assignments:* Department of the Army G1 Sergeant Major (Nominative); Human Resources Command, Command Sergeant Major (Nominative); Directorate of Military Personnel Management Sergeant Major (8A); Sergeant Major for The Adjutant General (8A); Enlisted Personnel Management Directorate Sergeant Major (8A); Soldier Support Institute Command Sergeant Major (8A); Soldier Support Institute Noncommissioned Officer Academy Commandant; Adjutant General Corps Command Sergeant Major; MEPS Brigade CSM; Reception Battalion CSM; Adjutant General Proponent Sergeant Major; Human Resources Command Division / Branch Sergeant Major

(c) *Broadening assignments:* Noncommissioned Officer Academy Commandant; Brigade Command Sergeant Major (Garrison, WTU); Battalion Command Sergeant Major (HHBN, STB, WTU); Manpower and Reserve Affairs Sergeant Major; Inspector General Sergeant Major; Equal Opportunity Proponent Sergeant Major; Equal Opportunity Sergeant Major; United States Army Sergeants Major Academy Instructor / Fellowship

(d) *Institutional Training:*

(1) *Professional Military Education:* Distributed Leaders Course Level VI; Brigade Command Sergeant Major Pre-Command Course; Battalion Command Sergeant Major Pre-Command Course; Senior Enlisted Joint Professional Military Education; Nominative Leader Course; Keystone Course

(2) *Functional Training:* Culture and Language Training; Airborne School (SQI P); Air Assault School (ASI 2B); SGM Force Management Course; Manpower/Force Development

(e) *Lifelong Learning:* Army Continuing Education System; Army Correspondence Course Program; Army eLearning; Army University; Defense Activity for Non-Traditional Education Support; GoArmyEd; Joint Service Transcript; Master's Degree

(f) *Self Development:* Not applicable

(g) *Credentials/Certifications:*

(1) *Star Credentials:* Not applicable

(2) *Proponent Recommended:* Certified Associate in Project Management; Project Management Professional

(h) Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the best qualified and most qualified SGMs to be selected for a nominative position:

(1) The best qualified SGM to be selected for a nominative position is:

(a) *Leadership positions:* Serve 18-24 months as a Division G1 SGM; Army Service Component Command G-1; CORPS Level G1 Sergeant Major; Battalion/Brigade CSM with MQ rating and highly numerated ranking; NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB)

(b) *Physical fitness:* scoring 270 and above on the APFT (with at least 90 points in each event)

(c) *Military Education:* Exceeded USASMA Course Standards, Leadership Award; Distinguished Honor/Honor Graduate

(d) *Civilian Education:* Master's Degree

(e) *Training:* Special consideration should be given to those NCOs who have completed training beyond required NCOPDS and DLC: Sergeant Major Force Management Course; Battalion/Brigade Pre-Command Course; Airborne; Air Assault

(2) The most qualified SGM to be selected for a nominative position is:

(a) *Leadership positions:* Serve 12 months as a Division G1 SGM; Army Service Component Command G-1; CORPS Level G1 Sergeant Major; Battalion/Brigade CSM with HQ

rating and mid-level numerated ranking; NCOs should have a DA Photo IAW AR 640-30, and have an accurate Soldier Record Brief (SRB)

(b) *Physical fitness*: scoring 250-269 on the APFT

(c) *Military Education*: Exceeded USASMA Course Standards, Commandant's List

(d) *Civilian Education*: Some college towards Master's Degree

(e) *Training*: Battalion/Brigade Pre-Command Course

### **Chapter 5. Military occupational specialty 42A professional development model**

Access to the PDM can be accessed from the ACT Web site. They are located under the career resources' tab at the following web address: <https://actnow.army.mil>.

### **Chapter 6. Military occupational specialty 42A Reserve Component**

RC Soldiers play an important role in the mission of the Army. To qualify for MOS 42A, Soldiers must complete training conducted by the U.S. Army AG School or a RC Training Institution designated by the U.S. Army AG School. RC duty assignments may differ due to the structure of the USAR, but career progression and most broadening assignment opportunities mirror the AC. Individual and collective RC readiness and training is critical to the AC mission.

a. *Garrison Operations*: RC Soldiers conduct HR core functions to support the Army Sustainable Readiness Program throughout routine Battle Assemblies. RC Soldiers annually complete short periods of active service known as Annual Training (AT) for the purposes of METL training and validation. AT is also utilized for RC unit Soldier Readiness Processing and providing direct support to AC missions.

b. *Mobilization*: RC Soldiers are often mobilized to support AC operations in various CONUS and OCONUS theaters. When mobilized, HR personnel from the RC are charged with conducting core HR functions as an AC Soldier. The NCOPDS system ensures HR Soldiers in the RC remain trained to execute HR operations and utilize systems within the AC.

### **Chapter 7. Military occupational specialty 42R musician**

a. *Major duties*. Army Bands support CCDRs in all strategic contexts: competition, crisis, and armed conflict. Army Bands support the Sustainment Warfighting Function through the human resources (HR) support core competency of provide HR services via the critical functions Army band operations. To accomplish this support, Army Bands are designed, equipped, and trained to provide live music to Soldiers in deployed and austere environments, render honors, support military ceremonies, engage Soldiers, Families, veterans, and audiences nationally and internationally.

Army Bands have a variety of resources with which to accomplish musical support missions. Bands are task-organized into Music Performance Teams (MPTs). An MPT is a team that offers the flexibility to support concurrent musical missions in multiple geographical areas. MPTs are identified by their instrumentation (additional skill identifier) and provide an array of situationally and culturally appropriate performances. The following elements may be employed by Army Bands to include Concert Band, Marching Band, Ceremonial Band, Woodwind, Brass Ensemble, Rhythm Ensemble, Chorus, Soloist, and Bugler. MOS 42R Musicians can expect to perform in or lead a variety of MPTs at each assignment. MPTs create significant leadership positions for Army Band NCOs and demand the highest level of leadership and MOS technical proficiency to effectively accomplish the mission of Army Bands. Army Bands are not authorized support personnel, therefore MOS 42R Musicians are expected to perform all company level administrative tasks to include Human Resources, Logistics and Resource Management, Operations, Training, and Safety, Security and Communications in addition to their musical and leadership responsibilities. Throughout this document these administrative positions are referred to as Music Support Sections. As Army Musicians assume more challenging roles and responsibilities, they should seek to develop strong interpersonal communication, management,

administrative, and leadership skills. MOS 42R Musicians perform these functions in MTOE units within the Operating and Generating Forces, TDA units, Institutional, and Broadening assignments. Through these experiences an Army Musician will gain the enterprise perspective and professional development opportunities needed to assume the most senior leadership positions in Army Bands.

*b. Prerequisites.* Soldiers must meet, and maintain, the minimum technical proficiency requirements contained in USASOM Regulation 350-70-4, as well as AR and DA PAM 220-90, Army Music. DA Form 7764-1 through 7794-16, the Army Music Proficiency Assessment (AMPA) Form, will be used to record and report all assessment results. The entire series may be found online on the Army Publishing Directorate. For more information see Smartbook DA Pam 611-21, Chapter 10 located at <https://www.milsuite.mil/book/groups/smarbookdapam611-21>.

*c. Goals for Development.*

(1) *Career Management.* 42R Soldiers and NCOs should be enrolled in and actively utilizing Army Career Tracker (ACT) as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, NCOs should ensure that their subordinates are enrolled in, and understand the functions of the ACT. The ACT, in conjunction with DA PAM 600-25, will provide Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Soldiers throughout all stages of their career. Army Musicians who want to be competitive for promotion to the senior ranks should seek assignments at different types of bands in different locations (Direct Support and General Support, Operating Force and Generating Force, CONUS and OCONUS) as well as broadening assignments. The most competitive Soldiers will have a record of service in several Music Support Sections, musical and troop leadership roles, and collateral duty positions as described in the following paragraphs.

(2) *Achievements.* Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement.

(a) Army Musicians may be nominated for Adjutant General's Corps and/or Regimental awards which include the Army Band Soldier and NCO of the Year, AG Corps Soldier and NCO of the Year, Colonel Finley R. Hamilton Outstanding Military Musician Award, Major General Horatio Gates Medal (Bronze/Gold), Colonel Robert L. Manning Achievement Medal, President Benjamin Harrison Medal, Sergeant Major Larry L. Strickland Medal, and the President Theodore Roosevelt Medal.

(b) *Personal Awards.* Recognition of exemplary performance can help to set a Soldier apart from their peers for promotion consideration and should be evaluated based upon the individual events and merit that resulted in recognition. Awards should not serve as a sole discriminator for promotion consideration.

(c) *Recognition.* Soldiers selected for membership in the SGT Morales or SGT Audie Murphy Clubs, as well as awards from BDE or higher Soldier of the Quarter/NCO of the Quarter or Soldier of the Year/NCO of the Year competition boards should be considered favorably in comparison to their peers. Soldiers and NCOs who are named in the top 20% or 21-40% at NCOES have set themselves apart from their peers.

### **1. Specialist/Corporal.**

(a) *Assignments.* The focus during the early years of an Army Musician's career must be on building a strong base of technical expertise in basic MOS skills and common Soldier tasks. A Musician (instrumentalist, vocalist, or music support technician) performs confidently as a member of an MPT in all applicable styles and settings as directed by unit mission. In addition to

their musical duties Musicians may be assigned as clerks or assistants in support of their band's Music Support Sections.

(1) *Operational Assignments.* Assignments include Musician at a General Support or Direct Support Band (CONUS and OCONUS).

(2) *Institutional Assignments.* None

(3) *Broadening Assignments.* Musician (SHAPE International Band)

(4) *Key and Developmental Assignments.* Musician

(b) *Institutional Training.*

(1) *Professional Military Education.* Distributed Leaders Course 1; Basic Leader Course (BLC). Consider Soldiers ahead of their peers and best qualified for promotion if they achieve recognition such as Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional Training.* Additional skills qualification training. NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Air Assault (ASI 2B) and Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development.*

(1) *Competitive Boards.* Competitive Soldier boards such as Soldier of the Quarter/Year broaden the knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided.* Musicians must work to achieve or exceed MOSQ standards stated in USASOM Regulation 350-70-4 in order to maintain MOS qualification and continually strive to improve their MOS skills to meet the technical and leadership requirements of higher grades. The most qualified Army Musicians should have a 30 or higher on their AMPA and have earned



the C1 ASI. Familiarization with Army Bands doctrinal publications such as TC 1-19.10, TC 1-19.30, TC 1-19.50, TC 1-19.51, and TC 1-19.52, AR 220-90, and DA PAM 220-90 should begin at this stage.

(e) *Credentials/Certifications.* Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>.

## **2. Sergeant.**

(a) *Assignments.* Sergeants are Musicians in an Army Band. In addition to building a strong base of technical expertise in MOS skills and Army Warrior Tasks, Junior NCOs must seek challenging and progressive leadership positions to develop their leadership and supervisory abilities. Musicians in the rank of SGT may serve as Assistant MPT Leaders, Section Leaders, and as Section NCOs in support of Music Support Sections. They may also perform collateral duties such as a Drum Major or Lessons Learned NCO.

(1) *Operational Assignments.* Assignments include Musician at a General Support or Direct Support Band (CONUS and OCONUS).

(2) *Institutional Assignments.* Musician (Army Musical Outreach); TNG NCO (US Army School of Music).

(3) *Broadening Assignments.* Musician (SHAPE International Band); Drill Sergeant; Recruiter.

(4) *Key and Developmental Assignments.* Musician

(b) *Institutional Training.*

(1) *Professional Military Education.* Distributed Leaders Course 2; Advanced Leader Course (ALC). Consider NCOs ahead of their peers and best qualified for promotion if they achieve recognition such as Distinguished Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME.* Enlisted JPME (SEJPME) I (Available through the ATRRS Self Development Center)

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional Training.* Additional skills qualification training. NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Air Assault (ASI 2B), and Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development*.

(1) *Competitive Boards*. Competition boards such as NCO of the Quarter/Year and SGT Audie Murphy/SGT Morales Clubs, broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession*. The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided*. Musicians must work to achieve or exceed MOSQ standards stated in USASOM Regulation 350-70-4 in order to maintain MOS qualification and continually strive to improve their MOS skills to meet the technical and leadership requirements of higher grades. The most qualified Army Musicians should have a 30 or higher on their AMPA and have earned the C1 ASI. Along with Army Regulations and policies, Army Bands doctrinal and leadership publications should begin to inform and guide their thinking and decision making as leaders, trainers, and advisors.

(e) *Credentials/Certifications*. Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

### **3. Staff Sergeant.**

(a) *Assignments*. Staff Sergeants primarily serve as Squad Leaders in a Platoon or as a Support NCOs in a Band Music Support Section. As a Squad Leader, the NCO organizes, instructs, trains, counsels, and evaluates junior grade Soldiers within the squad. SSGs who are assigned to Army Bands as Support NCOs will supervise the following Music Support Sections: Safety, Security, and Communications section, Public Affairs/Production section; and Training section. SSGs may also serve as NCOs in Music Support Sections, as musicians in an MPT, as Assistant MPT Leaders, or as MPT Leaders. They may also perform duties as Ceremonial Conductor, Drum Major, EO Leader, Master Fitness Trainer, Master Resilience Trainer, Lessons Learned NCO, and Retention NCO as required.

(1) *Operational Assignments*. Assignments include Squad Leader at a General Support or Direct Support Band (CONUS and OCONUS); Support NCO at a General Support or Direct Support Band (CONUS and OCONUS).

(2) *Institutional Assignments*. USASOM Instructor, NCOA SGL, Drill Sergeant, Training Developer, Training Support NCO, Operations Sergeant, Supply NCOIC, Supply Clerk.

(3) *Broadening Assignments*. Band Recruiter (USAREC); Musician (SHAPE International Band); Musician (Army Musical Outreach Team); Training With Industry; BCT Drill Sergeant; BLC Instructor; Detailed Recruiter; Defense Attaché; Enlisted Aide.

(4) *Key and Developmental Assignments. Squad Leader; Support NCO.*

(b) *Institutional Training.*

(1) *Professional Military Education.* Distributed Leaders Course 3; Senior Leader Course. Consider NCOs ahead of their peers and best qualified for promotion if they achieve recognition such as Distinguished Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME.* Enlisted JPME (SEJPME) I (Available through the ATRRS Self Development Center)

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E), Air Assault (ASI 2B), and Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such as NCO of the Quarter/Year and Sergeant Audie Murphy/Sergeant Morales Clubs, broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided.* Musicians must work to achieve or exceed MOSQ standards stated in USASOM Regulation 350-70-4 in order to maintain MOS qualification and continually strive to improve their MOS skills to meet the technical and leadership requirements of higher grades. The most qualified Army Musicians should have a 30 or higher on their AMPA and have earned

the C1 ASI. SSGs should read publications on the Army and their command team's professional reading list. Continuous professional reading aids the NCO in developing and refining the organizational leadership skills needed to coach, teach and mentor Soldiers. Publishing articles in professional journals such as the *NCO Journal* is strongly encouraged.

(e) *Credentials/Certifications*. Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance*. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SSGs to be selected to the next higher grade:

(1) Most qualified. A SSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SSG to be selected for SFC looks like:

(a) *Leadership positions*. 18-24 months as Squad Leader, 18-24 months as Support NCO, and one Institutional or Broadening assignment.

(b) *Physical fitness*. Overall score of 540 on the ACFT with a minimum of 80 points in each event as highlighted on NCOER.

(c) *Military Education*. ALC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List.

(d) *Civilian Education*. Bachelor's degree complete.

(e) *Training*. SHARP (ASI 1B), EO, CFD-IC (SQI 8), CFD-DC (SQI-2), MFT (ASI P5), P3T (ASI A6), MRT (ASI 8R).

(f) *Other Indicators*. Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

(2) Highly qualified. A highly qualified SSG to be selected for SFC looks like:

(a) *Leadership positions*. 18-24 months as Squad Leader and 18-24 months as Support NCO.

(b) *Physical fitness*. Overall score of 490 on the ACFT; qualified as MRT, MFT, P3T; possesses civilian certification in H2F related specialty; record of training/coaching/developing subordinates.

(c) *Military Education*. ALC - Superior Academic Achievement.

(d) *Civilian Education*. Bachelor's degree complete.

(e) *Training*. MFT (ASI P5), P3T (ASI A6), MRT (ASI 8R).

(f) *Other Indicators*. Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

#### **4. Sergeant First Class.**

(a) *Assignments.* Sergeants First Class serve as Platoon Sergeants, Senior Support NCOs, or Operations Sergeants (select Direct Support Units). Platoon Sergeants train and lead Platoons of two to three squads, account for, counsel, train, mentor, and evaluate Squad Leaders, and senior rate Sergeants within their Platoons and others as required. Senior Support NCOs supervise the following Music Support Sections: Human Resources; Logistics and Resource Management; and Training. Operations Sergeants advise the commander on all aspects of band operations, supervise the operations section of the unit in both Direct Support and General Support Units, and serve as quality control alongside the commander. They are responsible for collecting, analyzing, archiving, and disseminating their unit's best practices and lessons learned from their unit's operations, experiments, and training events. SFCs may perform duties as MPT Leader, Drum Major, EO Leader, Unit Victim Advocate, Master Fitness Trainer, and Master Resilience Trainer as required.

(1) *Operational Assignments.* Platoon Sergeant at a General Support or Direct Support Band (CONUS and OCONUS); Senior Support NCO at a General Support or Direct Support Band (CONUS and OCONUS); Operations Sergeant at a Direct Support Band.

(2) *Institutional Assignments.* USASOM Instructor/Sr Instructor; NCOA SGL; Sr Drill Sergeant, AIT Course Manager, Training/Sr Training Developer; Sr Training Support NCO; Director of Ops.

(3) *Broadening Assignments.* Senior Band Recruiter (USAREC); 42R Talent Management NCO; 42R Career Management NCO; Musician or Deputy Director (SHAPE International Band); Musician (Army Musical Outreach Team); Training With Industry; BCT Drill Sergeant; BN/BDE EOA, IG NCO, or SARC; Defense Attaché; Enlisted Aide.

(4) *Key and Developmental Assignments.* Platoon Sergeant; Senior Support NCO; Operations Sergeant.

(b) *Institutional Training.*

(1) *Professional Military Education.* Distributed Leaders Course 4; Master Leader Course. Consider NCOs ahead of their peers and best qualified for promotion if they achieve recognition such as Distinguished Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME.* Enlisted JPME (SEJPME) 2 (Available through the ATRRS Self Development Center)

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Battle Staff NCO (ASI 2S), Company Commander/First Sergeant Course, Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E), Force Management Orientation Course (FMOC), Manpower and Force Management Course (MFMC), Air Assault (ASI 2B), and Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development.*

(1) *Competitive Boards.* Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club.

(2) *Stewardship of the profession.* The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided.* Musicians must work to achieve or exceed MOSQ standards stated in USASOM Regulation 350-70-4 in order to maintain MOS qualification and continually strive to improve their MOS skills to meet the technical and leadership requirements of higher grades. The most qualified Army Musicians should have a 30 or higher on their AMPA and have earned the C1 ASI. Senior NCOs should read publications on the Army and their command team's professional reading list. Continuous professional reading aids the Senior NCO in developing and refining the organizational leadership skills needed to coach, teach and mentor Soldiers. Publishing articles in professional journals such as the *NCO Journal* is strongly encouraged.

(e) *Credentials/Certifications.* Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>.

(f) *Additional guidance.* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

(1) *Most qualified.* A SFC that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SFC to be selected for MSG looks like:

(a) *Leadership positions.* 18-24 months as Operations Sergeant or Platoon Sergeant, 18-24 months as Senior Support NCO, and one Institutional or Broadening assignment.

(b) *Physical fitness.* Overall score of 540 on the ACFT with a minimum of 80 points in each event as highlighted on NCOER.

(c) *Military Education.* SLC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List.

(d) *Civilian Education*. Graduate degree or credential/certification program in progress.

(e) *Training*. CCFSPC, Battle Staff (ASI 2S), TEDMMC, KM (ASI 1E), Force Management Orientation Course, Manpower Force Management Course.

(f) *Other Indicators*. Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

(2) *Highly qualified*. A highly qualified SFC to be selected for MSG looks like:

(a) *Leadership positions*. 18-24 months as Operations Sergeant or Platoon Sergeant and 18-24 months as Senior Support NCO.

(b) *Physical fitness*. Overall score of 480 on the ACFT.

(c) *Military Education*. SLC - Superior Academic Achievement.

(d) *Civilian Education*. Graduate degree or credential/certification program in progress.

(e) *Training*. SHARP (ASI 1B), EO, CFD-IC (SQI 8), CFD-DC (SQI-2).

(f) *Other Indicators*. Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

## **5. Master Sergeant and First Sergeant.**

(a) *Assignments*. Master Sergeants serve as First Sergeants or Operations Sergeants in an Army Band. First Sergeants manage the enlisted musical structure of the organization and the Music Support Section structure of the organization. 1SGs counsel, train, mentor, and rate SFC Musicians and senior rate skill SSG Musicians as required. They serve as the band commander in their absence and are the principal enlisted conductor of the band in Direct Support Units. Operations Sergeants advise the commander on all aspects of band operations, supervise the operations section of the unit in both Direct Support and General Support Units, and serve as quality control alongside the commander. They are responsible for collecting, analyzing, archiving, and disseminating their unit's best practices and lessons learned from their unit's operations, experiments, and training events. Operations Sergeants counsel, train, mentor, and rate SFC Musicians and senior rate SSG Musicians as required.

(1) *Operational Assignments*. Operations Sergeant (CONUS and OCONUS); 1SG (CONUS and OCONUS).

(2) *Institutional Assignments*. USASOM 1SG, Sr Training Support (Chief), Sr Training Support, Quality Assurance/Faculty and Staff Director, Training Department NCOIC; Army Bands NCOA Deputy Commandant.

(3) *Broadening Assignments*. Senior Band Recruiter (USAREC); Director (SHAPE International Band); BN/BDE EOA, IG NCO, or SARC; Enlisted Aide; MLC Instructor.

(4) *Key and Developmental Assignments*. Operations Sergeant (CONUS and OCONUS); 1SG (CONUS and OCONUS).

(b) *Institutional Training*.

(1) *Professional Military Education*. Distributed Leaders Course 5; Sergeants Major Leader Course. Consider NCOs ahead of their peers and best qualified for promotion if they



achieve recognition such as Distinguished Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME*. Enlisted JPME (SEJPME) 2 (Available through the ATRRS Self Development Center)

(3) *Functional Training*. Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training*. NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Battle Staff NCO (ASI 2S), Company Commander/First Sergeant Course, Quality Assurance Evaluator Basic Course, Manager Development Course, Commander's Safety Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Force Management Orientation Course (FMOC), Manpower and Force Management Course (MFMC), Air Assault (ASI 2B), and Airborne (SQI P).

(c) *Lifelong Learning*.

(1) *Civilian Education*. Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development*.

(1) *Competitive Boards*. Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club.

(2) *Stewardship of the profession*. The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided*. Musicians must work to achieve or exceed MOSQ standards stated in USASOM Regulation 350-70-4 in order to maintain MOS qualification and continually strive to improve their MOS skills to meet the technical and leadership requirements of higher grades. The most qualified Army Musicians should have a 30 or higher on their AMPA and have earned the C1 ASI. Senior NCOs should read publications on the Army and their command team's professional reading list. Continuous professional reading aids the Senior NCO in developing and refining the organizational leadership skills needed to coach, teach and mentor Soldiers. Publishing articles in professional journals such as the *NCO Journal* is strongly encouraged.

(e) *Credentials/Certifications.* Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>.

(f) *Additional guidance.* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified MSGs to be selected to the next higher grade.

(1) *Most qualified.* A MSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified MSG to be selected for SGM looks like:

(a) *Leadership positions.* 48 months as 1SG and one Institutional or Broadening assignment.

(b) *Physical Fitness.* Overall score of 540 on the ACFT; serving/served in one or more H2F related roles such as MRT, MFT, or P3T; possesses civilian certification in H2F related specialty.

(c) *Military Education.* MLC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List.

(d) *Civilian Education.* Graduate degree or credential/certification program complete.

(e) *Training.* CCFSPCC and Battle Staff (ASI 2S), Manager Development Course, CDR's Safety Course.

(f) *Other Indicators.* Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

(2) *Highly qualified.* A highly qualified MSG to be selected for SGM looks like:

(a) *Leadership positions.* 48 months as Operations Sergeant.

(b) *Physical Fitness.* Overall score of 480 on the ACFT.

(c) *Military Education.* MLC - Superior Academic Achievement.

(d) *Civilian Education.* Graduate degree or credential/certification program in progress.

(e) *Training.* Battle Staff (ASI 2S), Manager Development Course, CDR's Safety Course.

(f) *Other Indicators.* Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

## **6. Sergeant Major and Command Sergeant Major.**

(a) *Assignments.* Sergeants Major serve as the senior enlisted musician in their commands. Band SGMs assist and advise the Command Sergeant Major, USASOM, and their respective commands on issues affecting MOS 42R Soldiers. Additionally, they mentor and monitor the professional development of 42R MSGs/1SGs and assist as necessary with issues relating to

subordinate bands within their ACOM/ASCC/Corps/Component (i.e. TRADOC, XVIII Airborne Corps, III Corps). The USASOM CSM serves as the Senior Enlisted Advisor to the Chief, Army Bands, Regimental CSM for Army Bands Career Program, Army Bands Proponent SGM, and as the Commandant of the Army Bands NCO Academy. Additionally, the USASOM CSM oversees the professional development of NCOs in MOS 42R and develops recommendations for HRC Talent Management NCOs and the Sergeants Major Management Division regarding the assignment of Active Army 42R MSGs, 1SGs and SGMs. 42R SGMs/CSMs also serve in MOS-immaterial Centralized Selection List CSM positions at the BN (6C) and BDE (7C) levels, and are eligible for Nominative SGM/CSM consideration.

(1) *Operational Assignments.* Band SGM.

(2) *Institutional Assignments.* USASOM CSM/Commandant, Army Bands NCOA.

(3) *Broadening Assignments.* Centralized Selection List/Key Billet/Nominative assignments; MOS-immaterial SGM billets; SGM-A Fellowship, White House Fellowship, Congressional Fellowship.

(4) *Key and Developmental Assignments.* Band SGM (CONUS and OCONUS)

(b) *Institutional Training.*

(1) *Professional Military Education.* Distributed Leaders Course 6; Nominative Leader Course. Consider NCOs ahead of their peers and best qualified for promotion if they achieve recognition such as Distinguished Honor Graduate, Commandant's List, Distinguished Leader Award, or Superior Academic Achievement.

(2) *JPME.* Enlisted JPME (SEJPME) 2 (Available through the ATRRS Self Development Center)

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. Examples include CBRNE defense, unit armorer, ammunition handler, combat life saver, DTMS operator, EST operator, field sanitation, unit movement officer, unit load team, HAZMAT transportation, air load planner, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* NCOs may be selected for ASI and SQI producing courses that are necessary for overall unit readiness and training or for specific assignments: Battalion Command Sergeant Major Pre-Command Course; Brigade Command Sergeant Major Pre-Command Course, "How the Army Runs" course, Air Assault (ASI 2B), and Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* Many band members enlist after completing advanced degrees in their musical performance or technical specialty. Continued study in any discipline is highly encouraged regardless of degrees and certifications earned before enlistment.

(a) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>)

(b) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register through ATRRS <https://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx>.

(d) *Self-Development.*

(1) *Competitive Boards*. Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club.

(2) *Stewardship of the profession*. The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided*. SGMs/CSMs should read publications on the Army and their command team's professional reading list. Continuous professional reading aids the Senior NCO in developing and refining the organizational leadership skills needed to coach, teach and mentor Soldiers. Publishing articles in professional journals such as the *NCO Journal* is strongly encouraged.

(e) *Credentials/Certifications*. Civilian credentialing contributes to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42R - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>.

(f) *Additional guidance*. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SGMs to be selected to the next higher grade:

(1) *Most qualified*. A SGM that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SGM to be selected for a nominative position looks like:

(a) *Leadership positions*. 24 months as Band Sergeant Major and a SGM broadening assignment (EO, IG, Ops, CSL/Key Billet).

(b) *Physical fitness*. Overall score of 540 on the ACFT with a minimum of 80 points in each event as highlighted on NCOER.

(c) *Military Education*. USASMA - Distinguished Honor Graduate; Commandants List.

(d) *Civilian Education*. Post graduate study or credential/certification program complete.

(e) *Training*. Battalion Command Sergeant Major Pre-Command Course; Brigade Command Sergeant Major Pre-Command Course; HTAR; Force Management Orientation Course; Manpower Force Management Course

(f) *Other Indicators*. Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

(2) *Highly qualified*. A highly qualified SGM to be selected for a nominative position looks like:

(a) *Leadership positions*. 24 months as Band Sergeant Major

(b) *Physical fitness*. Overall score of 480 on the ACFT.

(c) *Military Education*. USASMA - Superior Academic Achievement.

(d) *Civilian Education*. Post graduate study or credential/certification program in progress.

(e) *Training.* Battalion Command Sergeant Major Pre-Command Course; Brigade Command Sergeant Major Pre-Command Course

(f) *Other indicators.* Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.

### **Chapter 8. Military occupational specialty 42R professional development model**

Access to the "Career Maps" can be accessed from the ACT Web site. They are located under the career resources' tab at the following Web address: <https://actnow.army.mil>.

### **Chapter 9. Military occupational specialty 42R Musician, Reserve Component**

The success of the Army Band Career Program (ABCP) depends greatly on the quality of Soldiers in the Reserve Components (RC) as they make up the majority of all 42R Soldiers. RC Army Musicians perform music as part of the collective unit or in small, individually employed Music Performance Teams (MPT) to allow for concurrent operations and training. Duty positions and by-grade expectations of Institutional Training, Self-development, and Additional Training are the same for all 42R Soldiers regardless of component. RC Soldiers may spend their entire career in one band and career progression is that of grade, through the various duty positions and collateral duty assignments within an Army Band. Civilian musical experience, technical, and management skills should be a factor when being considered for the next grade and should be annotated on the Soldier's NCOER. There is little to no diversity of assignments and therefore no expectation or requirement to accept broadening or MOS enhancing assignments in order to be promoted.

### **Chapter 10. Military occupational specialty 42S, The U.S. Army Band**

#### *a. Missions and Unit Structures.*

(1) The U.S. Army Band (TUSAB). Joint Base Myer-Henderson Hall, Virginia.

(a) Mission: The United States Army Band "Pershing's Own" provides musical support for the leadership of the United States, to include all branches of government, and to a wide spectrum of national and international events to connect the Army to the American people.

(b) Structure: Six Elements- Concert Band, Ceremonial Band, Strings, Vocal, Pop, and Support. The Concert Band is divided into five groups- Woodwind, Brass/ Percussion, Training & Readiness, Materiel, and Missions & Plans. The Ceremonial Band is divided into five groups- Ceremonies and Special Events, Training and Readiness, Memorial Affairs, Herald Trumpets, and the Brass Quintet. The Strings is divided into two groups- Strolling Strings and the Orchestra. The Vocal Element is divided into two Groups-High Voice and Low Voice. The Pop Element is divided into two Groups- The Army Blues, and Downrange. Our Support Element houses our five civilians as well as all critical function areas for the Organization. The Support Element is divided into four groups- Technical Support, Soldier Support, Music Support, and OPS/PLANS/TRAINING. Soldiers participate in multiple cross-functional groups and small teams.

*b. Prerequisites.* The Special Band's Commander awards personnel the MOS 42S based on specific needs of the organization. Soldiers assigned to The U.S. Army Band must meet the prerequisites for assignment to presidential support activities (AR 380-67) and prepare for a

background security investigation. For additional information in reference to MOS 42S, see AR 614–200, para 6-6.

c. *Goals for development.* As published by the appropriate organization.

(1) DA PAM 600-25, will provide Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Soldiers throughout all stages of their career. Additionally, 42S NCOs are encouraged to utilize the Army Career Tracker (ACT) as a tool to set personal goals and seek external mentorship opportunities. In addition, NCOs should ensure that their subordinates understand the functions of ACT. The most competitive Soldiers will have a record of service in several administrative support sections, musical and troop leadership roles, and collateral duty positions as described in the following paragraphs.

(2) *Achievements.* Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement.

(a) Army Special Band Musicians may be nominated for Adjutant General's Corps and awards which include the Army Band NCO of the Year, and the Colonel Finley R. Hamilton Outstanding Military Musician Award.

(b) Personal Awards. Recognition of exemplary performance can help to set a Soldier apart from their peers for promotion consideration and should be evaluated based upon the individual events and merit that resulted in recognition. Awards should not serve as a sole discriminator for promotion consideration.

(c) Recognition. Soldiers selected for membership in the SGT Audie Murphy Clubs, as well as awards from BDE or higher NCO of the Quarter or Soldier of the Year/NCO of the Year competition boards should be considered favorably in comparison to their peers.

### *1. Staff Sergeant.*

(a) *Assignments.* Primarily assigned as Musicians or Support Musicians and perform additional duties within their elements and the Unit. Newly assigned SSGs will spend the first 24 to 36 months honing their primary technical skills. SSGs are expected to maintain superior musical, or technical proficiency and fundamental knowledge of TUSAB, both its history and current role within the Army and DoD, and basic military concepts. SSGs may serve in a variety of roles in addition to their primary duty.

(1) *Operational Assignments.* Musician; Support Musician

(2) *Key and Unit Specific Positions.* Staff Sergeant level positions that include but are not limited to Librarian Adjunct; Unit History Team; GPC Holder; Auditions Team; Element Supply Representative; Soldier care initiative teams (MRT, VA, EO, DEI, BOSS, SFRG); Force Protection NCO; Retention NCO

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Acquired Civilian Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses provide Soldiers an opportunity to acquire collateral duty position-required skills and knowledge that cannot be obtained by attending other institutional courses. The courses may provide training, which qualify Soldiers for award of an ASI, SQI, or SI. Completion of Master Resiliency Training (ASI 8R) and Equal Opportunity Leader Course are encouraged for Soldiers assigned to units where these courses are available.

(4) *Additional Training.* SSGs may continue to pursue completion of Army Distributed Learning Program courses that will broaden their knowledge of general military subjects and increase their ability to function in Senior NCO positions. Completion of non-MOS specific courses such as Unit Prevention Leader, H2F, and BCC, TCC, and MCTC Combatives enhance individual Soldier skills and overall unit readiness.

(c) *Lifelong Learning.* Lifelong learning is an essential tenet to Army leadership development

(1) *Civilian Education.* Most 42S come into the military already possessing a bachelor's degree, master's degree, or higher. Continued pursuit of civilian education post BASD is a discriminator for promotion. Examples include seminars, courses, certifications, and degree programs. The Army Credentialing and Continuing Education Services for Soldiers (ACCESS) program promotes lifelong learning to sharpen the competitive edge of the Army Soldiers now and for the Future Force. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil/>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning programs for U.S. Armed Forces military members including college credit for military training and experiences or by examination. Visit <https://www.dantes.doded.mil/> for more information.

(2) *Army e-Learning.* Army e-Learning courses provide access to over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses. Many Army e-Learning courses have been approved for college credit by the American Council on Education (ACE).

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such as Audie Murphy and Army Band Noncommissioned Officer of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SSGs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers:

- (1) Potential to succeed ahead of their peers at the next higher grade.
- (2) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.
- (3) Value and quality of work serving the unit's mission as compared to their peers.
- (4) Appearance, behavior, and standards that serve as a model for all Army Soldiers.



In addition to the guidance above consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

(1) *Most qualified.* A SSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SSG to be selected for SFC is:

(a) *Leadership positions.* A consistent pattern of quantifiable Far exceeds, "MQ," and high enumeration ratings with Senior Rater comments of strong potential to serve at next grade while serving in skill level 3 positions; two or more unit collateral duties.

(b) *Physical Fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, other H2F certifications.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MRT, SHARP, EOL

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection.

(2) *Highly qualified.* The most qualified SSG to be selected for SFC is:

(a) *Leadership Positions.* A consistent pattern of quantifiable Exceeds, "HQ", and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in skill level 3 positions; one or more unit collateral duties.

(b) *Physical fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or H2F.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MRT, SHARP, EOL

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection.

## **2. Sergeant First Class.**

(a) *Assignments.* Primarily assigned as Senior Musicians or Senior Support Musicians, counsel, train, mentor, and evaluate SSGs within their sections, and may perform additional duties within their elements and the Unit. SFCs are expected to maintain superior musical, or technical proficiency while leading small teams.

(1) *Operational Assignments.* Senior Musician; Senior Support Musician

(2) *Key and Unit Specific Positions.* Element Producer; Billing Official; State Funeral Site LNO; Assistant Section Leader; Adjunct/Associate Drum Major; Lead Auditions Coordinator; Enlisted Conductor; Concertmaster; Human Resources Adjunct

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses provide Soldiers an opportunity to acquire collateral duty position-required skills and knowledge that cannot be obtained by attending other institutional courses. The courses may provide training, which qualify Soldiers for award of an ASI, SQI, or SI. Completion of Master Resiliency Training (ASI 8R), and Equal Opportunity Leader Course are encouraged for Soldiers assigned to units where these courses are available.

(4) *Additional training.* As determined by areas of responsibility. Any additional development related to developing senior level engagement and influence, communication, resilience, change management, or personnel management skills will further enhance an NCO's abilities to function well in senior NCO positions. Army e-Learning courses provide access to over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses. Many Army e-Learning courses have been approved for college credit by the American Council on Education (ACE).

(c) *Lifelong Learning.* Lifelong learning is an essential tenet to Army leadership development.

(1) *Civilian Education.* Many 42S come into the military already possessing a bachelor's or master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners. Many 42S come into the military already possessing a bachelor's or master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners. The Army Credentialing and Continuing Education Services for Soldiers (ACCESS) program promotes lifelong learning to sharpen the competitive edge of the Army Soldiers now and for the Future Force. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil/>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning programs for U.S. Armed Forces military members including college credit for military training and experiences or by examination. Visit <https://www.dantes.doded.mil/> for more information.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such Audie Murph and Army Band Noncommissioned Officer of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SFCs are expected to be self-motivating in their professional development. MOS Enhancement music

lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers:

- (1) Potential to succeed ahead of their peers at the next higher grade.
- (2) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.
- (3) Value and quality of work serving the unit's mission as compared to their peers.
- (4) Appearance, behavior, and standards that serve as a model for all Army Soldiers.

In addition to the guidance above consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

(1) *Most qualified:* A SFC that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SFC to be selected for MSG is:

(a) *Leadership positions.* A consistent pattern of quantifiable Far exceeds, "MQ," and high enumeration ratings with Senior Rater comments of strong potential to serve at next grade while serving in skill level 4 positions; two or more unit collateral duties involving leading small teams.

(b) *Physical fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, other H2F certifications.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MRT, SHARP/VA, EOL.

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection.

(2) *Highly qualified:* The most qualified SFC to be selected for MSG is:

(a) *Leadership positions.* A consistent pattern of quantifiable Exceeds, "HQ", and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in skill level 4 positions; one or more unit collateral duties.

(b) *Physical fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or H2F.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MRT, SHARP/VA, EOL.

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection

### **3. Master Sergeant**

(a) *Assignments.* MSGs are primarily assigned as Section Leaders or Master Musicians and counsel, train, mentor, and evaluate SFCs and SSGs within their sections or groups. They also may serve in a variety of roles in addition to their primary duty. MSGs are expected to be technically proficient in their area of expertise (instrumental, vocal, or in a technical/ staff position) while taking on increased levels of responsibility. MSGs have demonstrated themselves as highly competent leaders with the ability to engage and give counsel to senior leadership. Their duties typically require direct coordination with outside agencies often providing Unit information to the Unit's higher headquarters or other senior agencies within the MDW.

(1) *Operational Assignments.* Master Musician; Section Leader

(2) *Key and Unit Specific Positions.* TUSAB Special Bugler or Drummer; Senior Producer; Element Producer NCOIC; Assistant Drum Major; JTF-National Capitol Region Inaugural Committee Band Control NCOIC; MEDPROS NCOIC; Trombone/Euphonium Workshop Chairperson (NCOIC); Stroll Leader; Blues/Downrange Music Director; Building Coordinator; Education Program Coordinator; Unit Historian NCOIC; Training NCOIC

(b) *Institutional Training.*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses provide Soldiers an opportunity to acquire collateral duty position-required skills and knowledge that cannot be obtained by attending other institutional courses. The courses may provide training, which qualify Soldiers for award of an ASI, SQI, or SI. Completion of Master Resiliency Training (ASI 8R), and Equal Opportunity Leader Course are encouraged for Soldiers assigned to units where these courses are available.

(4) *Additional skills qualification training.* MSGs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E).

(c) *Lifelong Learning.* Lifelong learning is an essential tenet to Army leadership development.

(1) *Civilian Education.* Many 42S come into the military already possessing a bachelor's or master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long

learners. Many 42S come into the military already possessing a bachelor's or master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners. The Army Credentialing and Continuing Education Services for Soldiers (ACCESS) program promotes lifelong learning to sharpen the competitive edge of the Army Soldiers now and for the Future Force. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil/>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning programs for U.S. Armed Forces military members including college credit for military training and experiences or by examination. Visit <https://www.dantes.doded.mil/> for more information.

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development*.

(1) *Competitive Boards*. Competition boards such as Audie Murph and Army Band Noncommissioned Officer of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession*. The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided*. NCOs are expected to stay current and relevant in the music field. MSGs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications*. Credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance*. Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers:

- (1) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.
- (2) Value and quality of work serving the unit's mission as compared to their peers.
- (3) Appearance, behavior, and standards that serve as a model for all Army Soldiers:

(1) *Most qualified.* A MSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified MSG to be selected for SGM is:

(a) *Leadership positions.* a consistent pattern of quantifiable Far exceeds, "MQ," and high enumeration ratings with Senior Rater comments of strong potential to serve at next grade while serving in skill level 5 positions; led two or more collateral duties as NCOIC.

(b) *Physical fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, other H2F certifications.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MRT, SHARP/VA, EOL,

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection

(2) *Highly qualified.* The most qualified MSG to be selected for SGM is:

(a) *Leadership positions.* a consistent pattern of quantifiable Exceeds, "HQ", and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in skill level 5 positions; led one or more collateral duties as NCOIC.

(b) *Physical fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or H2F.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MRT, SHARP/VA, EOL.

(f) *Other Indicators.* Any: Audie Murphy, Army Bands NCO of the Year, COL Finley Hamilton Award, Expert Soldier Badge, German Armed Forces Proficiency Badge, German Schützenschnur Badge, MOVSM for volunteer service, Stewardship of the Profession, TUSAB LPD Course Selection

#### **4. Sergeant Major and Command Sergeant Major.**

(a) SGMs are primarily assigned as Group Leaders, Element Leaders, or Drum Major and counsel, train, mentor, and evaluate MSGs and SFCs within their groups or element. All SGMs within TUSAB are expected to maintain proficiency in area of expertise and are responsible for all administrative tasks, training, mentoring, and leader development within their Elements. SGMs in performing elements continue to perform as musicians within their assigned Elements on a regular basis. SGMs work closely with the OIC of their Element are responsible for the execution of the mission, strategic guidance, and NCOPD. SGMs regularly interact with outside agencies often providing Unit information to the Unit's higher headquarters or other senior agencies within the MDW as well as Army Senior Leadership. All SGMs report to the CSM. The CSM is the senior enlisted advisor to the Commander and is responsible for all enlisted training, performance, and development.

(1) *Operational Assignments.* Group Leader; Element Leader; Drum Major, Orchestra NCOIC; Command Sergeant Major

(2) *Key and Unit Specific Positions.* Group Leader; Element Leader; Drum Major, Orchestra NCOIC; Command Sergeant Major.

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses provide Soldiers an opportunity to acquire collateral duty position-required skills and knowledge that cannot be obtained by attending other institutional courses. The courses may provide training, which qualify Soldiers for award of an ASI, SQI, or SI. Completion of Master Resiliency Training (ASI 8R), and Equal Opportunity Leader Course are encouraged for Soldiers assigned to units where these courses are available.

(4) *Additional training.* SGMs may be selected to attend courses to prepare them for collateral duties: H2F, Pregnancy Postpartum PT (P3T) Program Leader Master Resiliency Training Sexual Harassment/Assault Response and Prevention (SHARP) Level I Equal Opportunity Leader Course, Common Faculty Development – Instructor Course Common Faculty Development – Developer Course Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification, HTAR course, SECARMY Leader Development Seminar.

(c) *Lifelong Learning*

(1) *Civilian Education.* Most 42S come into the military already possessing a bachelor's or master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners. The Army Credentialing and Continuing Education Services for Soldiers (ACCESS) program promotes lifelong learning to sharpen the competitive edge of the Army Soldiers now and for the Future Force. Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil/>) Visit <https://armyuniversity.edu/ACCESS/home> and <https://www.armyignited.army.mil/> for more resources and information. The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning programs for U.S. Armed Forces military members including college credit for military training and experiences or by examination. Visit <https://www.dantes.doded.mil/> for more information.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year broaden the Soldier's knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for the Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SFCs are expected to be self-motivating in their professional development. MOS Enhancement music



lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* The selection of the next Sergeants Major/Command Sergeant Major is one of the most important actions you will undertake. Your results will have significant long-term ramifications for The U.S. Army Band. The criteria for selection to Sergeant Major must be clearly articulated so that you are recommending the best of the best. Identify the qualities of those who can best:

(1) Show a proven record of leadership and vision.

- Leads by example by remaining technically and tactically proficient
- Providing task guidance to achieve the mission
- Is respected by peers as a leader
- Empathy
- Communicates information in a timely manner
- Promotes good communication among team leaders
- Makes sound decisions regarding logistical planning
- Trusted as a safe leader by peers and subordinates to whom they can report issues, problems or misconduct
- Has a positive effect on Element's cohesion

(2) Identify goals and objective for Soldiers.

(3) Demonstrate a record of effective communication both internally and externally.

Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. To best identify the qualities above the following characteristics should be well-documented throughout a Soldier's file:

(1) Outstanding primary duty performance.

(2) Demonstrated positive leadership ability.

(3) Integrity – ability to work equally well with superiors and subordinates.

(4) Selfless commitment to the broad needs of the unit and the Army.

(5) Demonstrated ability and motivation to shoulder more responsibility.

In addition to the guidance above consider the following to identify the most qualified and highly qualified SGMs to be selected for CSM:

(1) *Most qualified.* A SGM that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SGM to be selected for CSM is:

(a) *Leadership positions.* a consistent pattern of quantifiable Far exceeds, "MQ," and high enumeration ratings with Senior Rater comments of strong potential to serve at next grade while serving in skill level 6 positions.

(b) *Physical fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, other H2F certifications.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MRT, SHARP, EOL

(f) *Other Indicators.* Any: Balance of Unit Specific Positions throughout career, MOVSM for volunteer service, Stewardship of the Profession, Commander's/1SG Course Selection, SECARMY LDS, Mentor for TUSAB LPD Courses.

(2) *Highly qualified.* The most qualified SGM to be selected for CSM is:

(a) *Leadership positions.* A consistent pattern of quantifiable Exceeds, "HQ", and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in skill level 6 positions.

(b) *Physical fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or H2F.

(c) *Military Education.* 42S is exempt from PME.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MRT, SHARP, EOL

(f) *Other Indicators.* Any: Balance of Unit Specific Positions throughout career, MOVSM for volunteer service, Stewardship of the Profession, Commander's/1SG Course Selection, SECARMY LDS, Mentor for TUSAB LPD Courses.

## **Chapter 11. Military occupational specialty 42S, The U.S. Army Field Band.**

### **a. Missions and Unit Structure.**

(1) The U.S. Army Field Band (TUSAFB). Fort George G. Meade, Maryland.

(a) *Mission:* To develop positive connections on behalf of the U.S. Army, the Department of Defense, and the United States through live music and multimedia performances, media, television productions, and emergent technologies. TUSAFB coordinates and performs Army outreach missions in the public throughout the United States and internationally. Soldiers typically travel over 100 days each year engaging millions of audiences in live missions, news outlets, social media platforms, and national television productions.

(b) *Structure:* Seven Elements- Concert Band, Soldiers' Chorus, Ambassadors, Six-String Soldiers, Support, Operations, and Production. The Concert Band is divided into three groups: Woodwind Group, Brass Group, and Percussion Group. The Soldiers' Chorus is divided into two groups: High and Low Voice Groups. The Support Element is responsible for 13 Department of the Army Civilians. The Jazz Ambassadors is divided into the jazz band and Commercial Music Group (includes the Army Rappers). Soldiers participate in multiple cross-functional groups and small teams.

**b. Prerequisites.** The Special Band's Commander awards personnel the MOS 42S based on specific needs of the organization. For additional information in reference to MOS 42S, see AR 614-200, para 6-6.

### **c. Goals for development.**

(1) *Career Management.* 42S Soldiers and NCOs should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression both for

themselves and their subordinates. In addition, NCOs should ensure that their subordinates are enrolled in, and understand the functions of ACT. ACT, in conjunction with DA PAM 600-25, will provide Soldiers and leaders information and guidance to assist in advising career progression opportunities for Soldiers throughout all stages of their career. The most competitive Soldiers will have an outstanding record of service in either administrative duties, support duties, musical and troop leadership roles, and/or collateral duty positions as described in the following paragraphs.

(2) *Achievements*. Recognition for individual achievement through the course of a Soldier's career may contribute to being recognized above their peers for advancement.

(a) Army Special Band Musicians may be nominated for Adjutant General's Corps and/or

Regimental awards which include the Army Band Soldier and NCO of the Year, AG Corps Soldier and NCO of the Year, Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG Only), Major General Horatio Gates Medal (Bronze/Gold), Colonel Robert L. Manning Achievement Medal, President Benjamin Harrison Medal, Sergeant Major Larry L. Strickland Medal, and the President Theodore Roosevelt Medal.

(b) Personal Awards. Recognition of exemplary performance may help to set a Soldier apart from their peers for promotion consideration and should be evaluated based upon the individual events and merit that resulted in recognition. Awards do not serve as a sole discriminator for promotion consideration.

(c) Recognition. Soldiers selected for membership in the SGT Audie Murphy Clubs, as well as awards from BDE or higher Soldier of the Quarter/NCO of the Quarter or Soldier of the Year/NCO of the Year competition boards may be considered favorably in comparison to their peers. These recognitions do not serve as a sole discriminator for promotion consideration.

### **1. Staff Sergeant.**

(a) *Assignments*. Staff Sergeants hold the primary duty assignment as Musician or Support Musician, and perform as instrumentalist, vocalist, or as support NCO as primary duty. Instrumentalists or vocalists may also serve in support sections as an additional duty. Support Musicians serve in Operations, Logistics, Production, or as Information Management Officer (IMO). Soldiers are required to maintain, without degradation, the expert level of technical proficiency required for MOS Qualification as determined by the Band Commander. Support Musicians will demonstrate a comparable degree of subject matter expertise in their respective positions. SSGs are expected to quickly integrate into missions following completion of unit integration training. They are expected to possess a fundamental knowledge of basic military concepts through unit training. SSGs may serve in a variety of collateral duties to include, but are not limited to, Production Team Member, Small Group Member, Media Liaison, DTS Team Member, Physical Training Staff, Assistant Drum Major, Retention Team, Educational Outreach Team Member, and Training Staff. Effort cannot be spared at the rank of SSG. Most Qualified or Highly Qualified NCOs will display impact beyond their primary duty, to include serving in supporting positions either concurrently or consecutively. The knowledge, skills, and professional habits formed here will serve as the foundation needed to serve at higher ranks.

(1) *Operational Assignments*. Musician; Support Musician

(2) *Key and Unit Specific Positions*. Musician; Operations Tour Coordinator, Supply NCO; Property Book NCO; Videographer, Audio Engineer, Production Team member, Music Arranger, Small Group member, Librarian, Assistant Librarian, Media Liaison, DTS Team member, Physical Training Staff, Event Equipment Set-up; Event Equipment Tear-down; Soloist; Assistant Drum Major, Retention Team, Social Media Team, Educational Outreach Team member, and Training Staff.

(b) *Institutional Training*

(1) *Professional Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19. .

(2) *JPME*. N/A

(3) *Functional Training*. Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SSGs may be selected to attend one or more of the following to prepare them for collateral duties: combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, HAZMAT, transportation, self-help facilities maintenance, GCSS-A supply maintenance manager, Equal Opportunity Leader (EOL), unit retention NCO, unit prevention leader (UPL), supply NCO.

(4) *Additional skills qualification training*. SSGs may be selected to attend one or more courses to prepare them for collateral duties: Master Fitness Trainer, Pregnancy Postpartum PT (P3T) Program Leader, Master Resiliency Training, Sexual Harassment/Assault Response and Prevention (SHARP) Level I, Equal Opportunity Leader Course, Common Faculty Development – Instructor Course Common Faculty Development – Developer Course, Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification. SSGs may volunteer for Air Assault and Basic Airborne.

(c) *Lifelong Learning*

(1) *Civilian Education*. Most unit members earned degrees prior to enlisting in the Army including bachelors through doctorate levels. Degrees earned prior to enlistment are not considered discriminators for promotion. The Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a bachelor's degree or higher are encouraged to be life-long learners. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development*.

(1) *Competitive Boards*. Competition boards such Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation NCO of the Year to broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. When authorized by the unit Commander, Soldiers may be authorized to compete in military or civilian competitive audition processes.

(2) *Stewardship of the profession*. The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided*. NCOs are expected to stay current and relevant in the music field. SSGs are expected to be self-motivating in their professional development. MOS enhancement music lessons and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

(e) *Credentials/Certifications*. Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common

Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAFB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers:

- (1) Potential to succeed ahead of their peers at the next higher grade.
- (2) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.
- (3) Value and quality of work serving the unit's mission as compared to their peers.
- (4) Appearance, behavior, and standards that serve as a model for all Army Soldiers.

In addition to the guidance above consider the following to identify the most qualified and highly qualified SSGs to be selected to the next higher grade:

(1) *Most qualified.* A SSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SSG to be selected for SFC is:

(a) *Leadership positions.* Musician or Support Musician (multiple positions within TUSAFB); demonstrated outstanding performance in training element, group, or sections.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Successfully completed civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL.

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.

(2) *Highly qualified.* The most qualified SSG to be selected for SFC is:

(a) *Leadership positions.* Musician or Support Musician (multiple positions within TUSAFB); demonstrated excellence in training element, group, or sections.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Continuously sought civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL.

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.

## **2. Sergeant First Class.**

(a) *Assignments.* Sergeants First Class hold the primary duty assignment as Senior Musician or Senior Support Musician and performs as instrumentalist, vocalist, or as support NCO as primary duty. Instrumentalists or vocalists may also serve in support sections as an additional duty. Senior Support Musicians serve in Operations, Logistics, Production, or as IMO. Soldiers are required to maintain, without degradation, the expert level of technical proficiency required for MOSQ as determined by the Band Commander. Senior Support Musicians will demonstrate a comparable degree of subject matter expertise in their respective positions. They are expected to possess a fundamental knowledge of basic military concepts through unit training. SFCs may serve in a variety of collateral duties Effort cannot be spared at the rank of SFC. Most or Highly Qualified NCOs will display impact beyond their primary duty, to include serving in supporting positions either concurrently or consecutively. The knowledge, skills, and professional habits formed here will serve as the foundation needed to serve at higher ranks.

(1) *Operational Assignments.* Senior Musician; Senior Support Musician

(2) *Key and Unit Specific Positions.* Senior Musician, Senior Support Musician, Section Leader, Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group member, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff.

(b) *Institutional Training*

(1) *Professional Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19. .

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SFCs may be selected to attend one or more of the following to prepare them for collateral duties: combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, HAZMAT, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* SFCs may be selected to attend one or more to prepare them for collateral duties: Master Fitness Trainer, Pregnancy Postpartum PT (P3T) Program Leader, Master Resiliency Training, Sexual Harassment/Assault Response and Prevention (SHARP) Level I, Equal Opportunity Leader Course, Common Faculty Development – Instructor Course, Common Faculty Development – Developer Course, Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification. SFCs may volunteer for Air Assault and Basic Airborne.

(c) *Lifelong Learning*

(1) *Civilian Education.* Most unit members earned degrees prior to enlisting in the Army including bachelors through doctorate levels. Degrees earned prior to enlistment are not considered discriminators for promotion. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a bachelor's degree or higher are encouraged to be life-long learners. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500

Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

*(d) Self-Development.*

*(1) Competitive Boards.* Competition boards such as Audie Murphy/Army Band Noncommissioned Officer of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. When authorized by the unit Commander, Soldiers may be authorized to compete in military or civilian competitive audition processes.

*(2) Stewardship of the profession.* The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

*(3) Guided.* NCOs are expected to stay current and relevant in the music field. SFCs are expected to be self-motivating in their professional development. MOS enhancement music lessons and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

*(e) Credentials/Certifications.* Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

*(f) Additional guidance.* Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAFB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers: Potential to succeed ahead of their peers at the next higher grade.

(1) Potential to succeed ahead of their peers at the next higher grade.

(2) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.

(3) Value and quality of work serving the unit's mission as compared to their peers.

(4) Appearance, behavior, and standards that serve as a model for all Army Soldiers.

In addition to the guidance above consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

*(1) Most qualified:* A SFC that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SFC to be selected for MSG is:

*(a) Leadership positions.* Senior Musician or Senior Support Musician (multiple positions within TUSAFB), Section Leader; demonstrated outstanding performance and potential to succeed in the next higher grade.

*(b) Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.



(c) *Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education*. Successfully completed civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training*. Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

(f) *Other Indicators*. Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; competitive Army boards.

(2) *Highly qualified*: The most qualified SFC to be selected for MSG is:

(a) *Leadership positions*. Senior Musician or Senior Support Musician (multiple positions within TUSAFB), Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

(b) *Physical fitness*. High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education*. Continuously sought military education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training*. One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

(f) *Other Indicators*. Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; Impact to mission; competitive Army boards.

### **3. Master Sergeant**

(a) *Assignments*. Master Sergeants hold the primary duty assignment as Master Musician and Section Leader and perform as instrumentalist, vocalist, or as support NCO as primary duty. Instrumentalists or vocalists may also serve in support sections as an additional duty. Master Musicians and Section Leaders serve in Operations, Logistics, Production, or as IMO. Soldiers are required to maintain, without degradation, the expert level of technical proficiency required for MOS Qualification as determined by the Band Commander. Master Musicians and Section Leaders will demonstrate a comparable degree of subject matter expertise in their respective positions. They are expected to possess a fundamental knowledge of basic military concepts through unit training. MSGs may serve in a variety of collateral duties Effort cannot be spared at the rank of MSG. Most or highly qualified NCOs will display impact beyond their primary duty, to include serving in supporting positions either concurrently or consecutively. The knowledge, skills, and professional habits formed here will serve as the foundation needed to serve at higher ranks.

(1) *Operational Assignments*. Master Musician; Section Leader

(2) *Key and Unit Specific Positions*. Group Leader, Section Leader, Master Musician, Master Support Musician Operations Tour Director, Operations Tour Coordinator, Supply NCO; Property Book NCO; Senior Librarian, Senior Unit Producer, Event Equipment Set-up NCOIC; Event Equipment Tear-down NCOIC; Soloist; Videographer, Audio Engineer, Convoy Commander, Chief Music Arranger, Small Group Leader, Production Group Leader, DTS Team leader, Physical Training Staff NCO, Drum Major, Assistant Drum Major, Media Liaison NCO, Lodging Coordinator, Event Set-up Crew Team Leader, Event Tear-down Team Leader, Event Manager ("Road" or Tour Manager), Retention Team NCOIC, Educational Outreach Team NCOIC, and Training Staff NCOIC.

(b) *Institutional Training*

(1) *Professional Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19.

(2) *JPME*. N/A

(3) *Functional Training*. Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. MSGs may be selected to attend one or more of the following to prepare them for collateral duties: combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, air load planner, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), SHARP, unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training*. MSGs may be selected to attend one or more courses to prepare them for collateral duties: Master Fitness Trainer , Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency , Sexual Harassment/Assault Response and Prevention (SHARP) Level I, Equal Opportunity Leader Course, Common Faculty Development – Instructor Course Common Faculty Development – Developer Course Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification MSGs may volunteer for Air Assault and Basic Airborne.

(c) *Lifelong Learning*

(1) *Civilian Education*. Most unit members earned degrees prior to enlisting in the Army including bachelors through doctorate levels. Degrees earned prior to enlistment are not considered discriminators for promotion.. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a bachelor's degree or higher are encouraged to be life-long learners. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development*.

(1) *Competitive Boards*. Competition boards such Audie Murphy/Army Band Noncommissioned Officer of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally. When authorized by the unit Commander, Soldiers may be authorized to compete in military or civilian competitive audition processes.

2) *Stewardship of the profession*. The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(3) *Guided*. NCOs are expected to stay current and relevant in the music field. MSGs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported as feasible. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

(e) *Credentials/Certifications*. Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information

about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. No single factor or accomplishment will be overriding. Given the unique structure and system of Army Special Music Units and the correlating mission of TUSAFB, the following are provided as a prioritization list of importance of some key factors involved in selecting those who will be promoted to the next higher rank ahead of their peers:

- (1) Success as a Soldier in their current duties, who demonstrate sound decision making, and who show leadership potential.
- (2) Value and quality of work serving the unit's mission as compared to their peers.
- (3) Appearance, behavior, and standards that serve as a model for all Army Soldiers.

In addition to the guidance above consider the following to identify the most qualified and highly qualified MSGs to be selected to the next higher grade:

(1) *Most qualified.* A MSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified MSG to be selected for SGM is:

(a) *Leadership positions.* Master Musician or Master Support Musician (multiple positions within TUSAFB), Group Leader, Section Leader; demonstrated outstanding performance and potential to succeed in the next higher grade.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Completed civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; competitive Army boards.

(2) *Highly qualified.* The most qualified MSG to be selected for SGM is:

(a) *Leadership positions.* Master Musician or Master Support Musician (multiple positions within TUSAFB), Group Leader, Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Continuously sought civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL.

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; competitive Army boards.

#### **4. Sergeant Major and Command Sergeant Major.**

(a) *Assignments.* Sergeants Major hold the primary duty assignment as Element Leader or Group Leader, and performs as instrumentalist, vocalist, or as Support NCO as primary duty. Soldiers are required to maintain, without degradation, the expert level of technical proficiency required for MOS Qualification as determined by the Band Commander. Support SGMs will

demonstrate a comparable degree of subject matter expertise in their respective positions. . Effort cannot be spared at the rank of SGM. Most or highly qualified NCOs will display impact beyond their primary duty.

(1) *Operational Assignments.* Command Sergeant Major; Element Leader; Group Leader.

(b) *Institutional Training*

(1) *Professional Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SFCs may be selected to attend one or more of the following to prepare them for collateral duties: combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, HAZMAT transportation, air load planner, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, SHARP, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* SGMs may be selected to attend courses to prepare them for collateral duties: Master Fitness Trainer, Pregnancy Postpartum PT (P3T) Program Leader Master Resiliency Training Sexual Harassment/Assault Response and Prevention (SHARP) Level I Equal Opportunity Leader Course, Common Faculty Development – Instructor Course Common Faculty Development – Developer Course Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification.

(c) *Lifelong Learning*

(1) *Civilian Education.* Most unit members earned degrees prior to enlisting in the Army including bachelors through doctorate levels. Degrees earned prior to enlistment are not considered discriminators for promotion. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a bachelor's degree or higher are encouraged to be life-long learners. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development.*

(1) *Stewardship of the profession.* The Center for the Army Profession and Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates mission ready units. Visit <https://capl.army.mil/> for self and leader development tools and kits.

(2) *Guided.* NCOs are expected to stay current and relevant in the music field. SGMs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

(e) *Credentials/Certifications.* Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common

Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* The selection of the next Sergeants Major/Command Sergeant Major is one of the most important actions you will undertake. Your results will have significant long-term ramifications for The U.S. Army Field Band. The criteria for selection to Sergeant Major must be clearly articulated so that you are recommending the best of the best. Identify the qualities of those who can best:

- (1) Show a proven record of leadership and vision.
- (2) Be the next Command Sergeant Major.
- (3) Identify goals and objective for Soldiers.
- (4) Demonstrate a record of effective communication both internally and

externally.

Although past performance is the foundation for evaluation, potential for success at the next higher rank is paramount. The total Soldier must be considered when deciding who will be promoted. To best identify the qualities above the following characteristics should be well-documented throughout a Soldier's file:

- (1) Outstanding primary duty performance.
- (2) Demonstrated positive leadership ability.
- (3) Integrity – ability to work equally well with superiors and subordinates.
- (4) Selfless commitment to the broad needs of the unit and the Army.
- (5) Demonstrated ability and motivation to shoulder more responsibility.

In addition to the guidance above consider the following to identify the most qualified and highly qualified SGMs to be selected for CSM:

(1) *Most qualified.* A SGM that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SGM to be selected for CSM is:

(a) *Leadership positions.* Element Leader or Group Leader (multiple positions); demonstrated outstanding performance and potential to succeed at a higher level of responsibility in leadership, supervisory, and management functions.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* BN/BDE Pre-Command Course when selected for CSM, SECARMY Leadership Seminar, Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR.

(d) *Civilian Education.* Successfully completed civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; competitive Army boards.

(2) *Highly qualified.* The most qualified SGM to be selected for CSM is:

(a) *Leadership positions.* Element Leader or Group Leader (multiple positions); demonstrated excellence and potential to succeed at a higher level of responsibility in leadership, supervisory, and management functions.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* SECARMY Leadership Seminar, Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR.

(d) *Civilian Education.* Continuously sought civilian education. Degrees earned prior to enlistment are not considered discriminators for promotion.

(e) *Training.* One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; competitive Army boards.

## **Chapter 12. Military occupational specialty 42S, U.S. Army Old Guard Fife & Drum Corps**

### **a. Missions and Unit Structures.**

(1) The U.S. Army Old Guard Fife and Drum Corps (TOGFDC). Joint Base Myer-Henderson Hall, Virginia.

(a) *Mission:* Provides ceremonial/public relations support for the Military District of Washington, the United States and as required for specific international events in support of the United States. The Old Guard is assigned a contingency mission in the event of civil disturbances or terrorist activities to protect United States government personnel and property in the Military District of Washington.

(b) *Structure:* Three Instrument Groups - Fife, Bugle, Drum. Four Support Elements - Human Resources and Security, Operations, Logistics, Plans and Production. All TOGFDC Soldiers are appointed to additional duties.

**b. Prerequisites.** The Special Band's commander awards personnel the MOS 42S based on specific needs of the organization. For additional information in reference to MOS 42S, see AR 614-200, para 6-6h.

### **c. Goals for Development.**

(1) *Career Management.* The ACT, in conjunction with DA PAM 600-25, informs 42S Soldiers on how their career and professional development patterns should unfold. All 42S Soldiers should be enrolled in and actively utilizing ACT as a tool to monitor and guide career progression both for themselves and their subordinates.

(2) *Achievements.* Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above peers for advancement.

(a) Army Special Band Musicians may be nominated for Adjutant General's Corps and/or Regimental awards that include the Army Band Soldier and NCO of the Year, AG Corps Soldier and NCO of the Year, Colonel Finley R. Hamilton Outstanding Military Musician Award, Major General Horatio Gates Medal (Bronze/Gold), Colonel Robert L. Manning Achievement Medal, President Benjamin Harrison Medal, Sergeant Major Larry L. Strickland Medal, and the President Theodore Roosevelt Medal.

(b) *Personal Awards.* Recognition of exemplary performance can help set a Soldier apart from peers for promotion consideration and should be evaluated based upon the individual events and merit that resulted in recognition. Awards should not serve as a sole discriminator for promotion consideration.

(c) *Recognition.* Soldiers selected for membership in the Sergeant Audie Murphy or Sergeant Morales Clubs, as well as recognition as the Special Band or higher Soldier and NCO of the Quarter/Year, should be considered favorably in comparison with their peers.

### **1. Staff Sergeant.**

(a) *Assignments.* Musicians perform as instrumentalists and are appointed to additional duties within support elements. Newly assigned SSGs will spend the first 24 to 36 months honing their primary technical skills. SSGs are expected to be SMEs for Corps marching technique and instrument proficiency. SSGs are also expected to possess a fundamental knowledge of TOGFDC, both its history and current role within the Army and DoD, and basic

military concepts. SSGs may serve as Assistant Drum Major, New Soldier Training (NST) Trainer, Musician in an MPT, or MPT Leader.

(1) *Operational Assignments.* Musician

(2) *Key and Unit Specific Positions.* MPT Leader; NST Trainer; Assistant Drum Major; Support NCO positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Education Outreach, Training, Logistics, GPC Holder, Assistant Corps Travel Coordinator, Wig Shop, Building Coordinator, Drum Shop, Instrument Repair, Production Team, PAO, Center for Martial Music.

(b) *Institutional Training.*

(1) *Professional Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

(2) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SSGs may be selected to attend one or more of the following to prepare them for collateral duties: Combat life saver, DTMS operator, master driver trainer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, combatives levels I and II, and unit prevention leader (UPL).

(3) *Additional Skills Qualification Training.* SSGs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E). SSGs may volunteer for Air Assault (ASI 2B) and Basic Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is not a discriminator for promotion. Soldiers are expected to be lifelong learners and continuing civilian education while serving in the Army should be considered favorably. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such as Sergeant Audie Murphy and NCO of the Quarter/Year broaden the Soldier's knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the Profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders, and strengthen the profession in order to achieve positive command climates and mission-ready units. Visit <https://cal.army.mil> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SSGs are expected to be self-motivating in their professional development. MOS-enhancing music



lessons and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

(4) *Other*. Expert Soldier Badge; German Armed Forces Proficiency Badge; Norwegian Foot March.

(e) *Credentials/Certifications*. Soldiers can utilize Army COOL (Credentialing Opportunities On-Line) for civilian managerial and supervisory credentials that are non-MOS related to enhance and broaden knowledge and managerial skills. Go to <https://www.cool.osd.mil/army/index.html> or <https://www.armyignited.army.mil> for more information.

(f) *Additional Guidance*. Consider the following to identify the most qualified and highly qualified SSGs to be selected to the next higher grade:

(1) *Most Qualified*.

(a) *Leadership Positions*. Musicians with experience as an MPT Leader, NST Trainer, or Assistant Drum Major and 36 to 48 months in at least two different additional duty appointments as a Support NCO.

(b) *Physical Fitness*. 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as MRT, P3T, MFT.

(c) *Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training*. Completion of multiple military courses: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne.

(f) *Other Indicators*. Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, Colonel Finley R. Hamilton Award, competitive Army boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

(2) *Highly Qualified*.

(a) *Leadership Positions*. Musicians with experience as an MPT Leader, NST Trainer, or Assistant Drum Major and 24 months in one additional duty appointment as a Support NCO.

(b) *Physical Fitness*. 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as an MRT, P3T, or MFT.

(c) *Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications.

(e) *Training*. Completion of one military course: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne.

(f) *Other Indicators*. Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, Colonel Finley R. Hamilton Award, competitive Army boards, Expert Soldier Badge, German Armed Forces

Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

## **2. Sergeant First Class.**

(a) *Assignments.* Senior Musicians perform as instrumentalists, serve as Section Leaders, Section NCOICs, or Drum Majors, and may serve as a State Funeral SME, Musician in an MPT, or MPT Leader. Section Leaders lead instrumental sections and develop, mentor, train, counsel, and evaluate Soldiers within their respective section. Section NCOICs lead, develop, mentor, train, and counsel Soldiers within support elements. Drum Majors lead Corps marching training, mission rehearsals, and performance missions as well as train new Soldiers in Corps marching technique. State Funeral SMEs lead their respective venue (Joint Team (JTM) Ceremonial Forward, JTM Andrews, JTM Capitol, JTM Cathedral, JTM Procession) in the execution of state funeral missions for former presidents and direct the training of joint service troops. SFCs are expected to have a broader understanding of TOGFDC's role within its parent organization and within Army Music as a whole. SFCs are expected to maintain expertise for Corps marching technique and instrument proficiency.

(1) *Operational Assignments.* Senior Musician

(2) *Key and Unit Specific Positions.* Section Leader; Drum Major; State Funeral SME; MPT Leader; Section NCOIC positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Training, Logistics, Corps Travel Coordinator, Production Team, PAO, Center for Martial Music.

(b) *Institutional Training.*

(1) *Professional Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

(2) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SFCs may be selected to attend one or more of the following to prepare them for collateral duties: Company Commander/First Sergeant Course, combat life saver, DTMS operator, master driver trainer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, combatives levels I and II, and unit prevention leader (UPL).

(3) *Additional Skills Qualification Training.* SFCs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E), Lean Six Sigma (ASI 1X), Battle Staff (ASI 2S). SFCs may volunteer for Air Assault (ASI 2B) and Basic Airborne (SQI P).

(c) *Lifelong Learning.*

(1) *Civilian Education.* The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is not a discriminator for promotion. Soldiers are expected to be lifelong learners and continuing civilian education while serving in the Army should be considered favorably. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>

(2) *Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500

Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx)

*(d) Self-Development.*

*(1) Competitive Boards.* Competition boards such as Sergeant Audie Murphy and NCO of the Quarter/Year broaden the Soldier's knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

*(2) Stewardship of the Profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders, and strengthen the profession in order to achieve positive command climates and mission-ready units. Visit <https://cal.army.mil> for self and leader development tools and kits.

*(3) Guided.* NCOs are expected to stay current and relevant in the music field. SFCs are expected to be self-motivating in their professional development. MOS-enhancing music lessons and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

*(4) Other.* Expert Soldier Badge; German Armed Forces Proficiency Badge; Norwegian Foot March.

*(e) Credentials/Certifications.* Soldiers can utilize Army COOL (Credentialing Opportunities On-Line) for civilian managerial and supervisory credentials that are non-MOS related to enhance and broaden knowledge and managerial skills. Go to <https://www.cool.osd.mil/army/index.html> or <https://www.armyignited.army.mil> for more information.

*(f) Additional Guidance.* Consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

*(1) Most Qualified.*

*(a) Leadership Positions.* Senior Musicians with 36 months experience as a Section Leader and additional experience as a Section NCOIC, Drum Major, or State Funeral SME.

*(b) Physical Fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as MRT, P3T, MFT.

*(c) Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

*(d) Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

*(e) Training.* Completion of multiple military courses: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne.

*(f) Other Indicators.* Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, competitive Army boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

*(2) Highly Qualified.*

*(a) Leadership Positions.* Senior Musicians with 36 months experience as a Section Leader.

*(b) Physical Fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as an MRT, P3T, or MFT.

(c) *Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications.

(e) *Training*. Completion of one military course: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne.

(f) *Other Indicators*. Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, competitive Army boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

### **3. First Sergeant and Master Sergeant.**

(a) *Assignments*. TOGFDC Soldiers in the grade of E-8 are assigned as either First Sergeant or Master Musician and perform as instrumentalists. The First Sergeant is the advisor to the command team, provides leadership, professionalism, discipline, and counsel, and ensures personnel and unit success through the enforcement of unit training. Master Musicians serve as Group Leaders or Element Leaders and may serve as a State Funeral SME, Musician in an MPT, or MPT Leader. Group Leaders lead instrumental groups and develop, mentor, train, counsel, and evaluate Soldiers within their respective group. Element Leaders lead support elements and develop, mentor, train, counsel, and evaluate Soldiers within their respective support element. State Funeral SMEs lead their respective venue (Joint Team (JTM) Ceremonial Forward, JTM Andrews, JTM Capitol, JTM Cathedral, JTM Procession) in the execution of state funeral missions for former presidents and direct the training of joint service troops. The 1SG and MSGs are expected to be master team builders, capable of influence both internal and external to the Corps. They will understand the Army's role in the DoD and to the nation and how TOGFDC fits within that role. The 1SG and MSGs are expected to maintain expertise for Corps marching technique and instrument proficiency.

(1) *Operational Assignments*. First Sergeant; Master Musician

(2) *Key and Unit Specific Positions*. First Sergeant; Group Leader; State Funeral SME; Support Element Leader positions include Human Resources and Security, Operations, Logistics, Plans and Production.

(b) *Institutional Training*.

(1) *Professional Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(2) *Functional Training*. Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. MSGs may be selected to attend one or more of the following to prepare them for collateral duties: Company Commander/First Sergeant course, combat life saver, DTMS operator, master driver trainer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, combatives levels I and II, unit prevention leader (UPL), Manager Development Course, and Commander's Safety Course.

(3) *Additional Skills Qualification Training*. MSGs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E), Lean Six

Sigma (ASI 1X), Battle Staff (ASI 2S). MSGs may volunteer for Air Assault (ASI 2B) and Basic Airborne (SQI P).

*(c) Lifelong Learning.*

*(1) Civilian Education.* The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is not a discriminator for promotion. Soldiers are expected to be lifelong learners and continuing civilian education while serving in the Army should be considered favorably. Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>

*(2) Army e-Learning.* All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

*(d) Self-Development.*

*(1) Competitive Boards.* Competition boards such as Sergeant Audie Murphy and NCO of the Quarter/Year broaden the Soldier's knowledge base, instill discipline, and improve the Soldier's ability to communicate verbally.

*(2) Stewardship of the Profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders, and strengthen the profession in order to achieve positive command climates and mission-ready units. Visit <https://cal.army.mil> for self and leader development tools and kits.

*(3) Guided.* NCOs are expected to stay current and relevant in the music field. MSGs are expected to be self-motivating in their professional development. MOS-enhancing music lessons and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended.

*(4) Other.* Expert Soldier Badge; German Armed Forces Proficiency Badge; Norwegian Foot March.

*(e) Credentials/Certifications.* Soldiers can utilize Army COOL (Credentialing Opportunities On-Line) for civilian managerial and supervisory credentials that are non-MOS related to enhance and broaden knowledge and managerial skills. Go to <https://www.cool.osd.mil/army/index.html> or <https://www.armyignited.army.mil> for more information.

*(f) Additional Guidance.* Consider the following to identify the most qualified and highly qualified 1SG/MSGs to be selected to the next higher grade:

*(1) Most Qualified.*

*(a) Leadership Positions.* First Sergeant for a 24 to 36 month tour of duty and additional experience as a Group Leader, Element Leader, or State Funeral SME.

*(b) Physical Fitness.* 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as MRT, P3T, MFT.

*(c) Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

*(d) Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Completion of Company CDR/1SG PCC and Lean Six Sigma or Battle Staff.

(f) *Other Indicators.* Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, competitive Army boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

(2) *Highly Qualified.*

(a) *Leadership Positions.* Master Musicians with 24 to 36 months experience as a Group Leader or Element Leader and additional experience as a State Funeral SME.

(b) *Physical Fitness.* 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as an MRT, P3T, or MFT.

(c) *Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications.

(e) *Training.* Completion of Company CDR/1SG PCC, Lean Six Sigma, or Battle Staff.

(f) *Other Indicators.* Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade. Additionally, Sergeant Audie Murphy Club, Army Band NCO of the Year, competitive Army boards, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

#### **4. Command Sergeant Major and Sergeant Major.**

(a) *Assignments.* TOGFDC Soldiers in the grade of E-9 are assigned as either Command Sergeant Major or Operations Sergeant Major. The Command Sergeant Major is the senior enlisted advisor to the commander and also advises the Command Sergeants Major for the 3d U.S. Infantry Regiment (The Old Guard), the U.S. Army Military District of Washington, USASOM, and respective commands on issues that affect 42S Soldiers. The CSM is responsible for all enlisted training, performance, professional development, and personnel management and mentors, counsels, and evaluates the 1SG and Group Leaders. The Operations Sergeant Major advises the commander on all aspects of band operations, supervises the operations support element of the unit, and mentors, counsels, and evaluates the Element Leaders.

(1) *Operational Assignments.* Command Sergeant Major; Operations Sergeant Major

(2) *Key and Unit Specific Positions.* CSM; Ops SGM.

(b) *Institutional Training.*

(1) *Professional Military Education.* MOS 42S is exempt from PME per AR 600-8-19.

(2) *Functional Training.* Battalion Pre-Command Course (CSM-select only), SECARMY Leadership Seminar, Manager Development Course, Commander's Safety Course, Army Comptrollers Accreditation and Fiscal Law Course, and Force Management Orientation Course.

(3) *Additional Skills Qualification Training.* How the Army Runs (ASI 6R), Lean Six Sigma (ASI 1X), Battle Staff (ASI 2S).

(c) *Lifelong Learning.*

1) *Civilian Education.* The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is not a discriminator for promotion. Soldiers are expected to be lifelong learners and continuing civilian education while serving in the Army should be considered favorably. Soldiers can receive up to \$4000 per fiscal year through the

Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>). The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>

(2) *Army e-Learning*. All Soldiers have access to state-of-the-art computer-based training, at no cost to the individual or their organization. Soldiers can choose from over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses from any location, around the clock (24/7). Register at [www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx](http://www.atrrs.army.mil/selfdevctr/eLearningWelcome.aspx).

(d) *Self-Development*.

(1) *Stewardship of the Profession*. The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders, and strengthen the profession in order to achieve positive command climates and mission-ready units. Visit <https://cal.army.mil> for self and leader development tools and kits.

(2) *Other*. Expert Soldier Badge; German Armed Forces Proficiency Badge; Norwegian Foot March.

(e) *Credentials/Certifications*. Soldiers can utilize Army COOL (Credentialing Opportunities On-Line) for civilian managerial and supervisory credentials that are non-MOS related to enhance and broaden knowledge and managerial skills. Go to <https://www.cool.osd.mil/army/index.html> or <https://www.armyignited.army.mil> for more information.

(f) *Additional Guidance*. Consider the following to identify the most qualified and highly qualified SGMs to be selected for CSM:

(1) *Most Qualified*.

(a) *Leadership Positions*. Operations Sergeant Major for a 24 to 36 month tour of duty.

(b) *Physical Fitness*. 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as MRT, P3T, MFT.

(c) *Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training*. Completion of How the Army Runs and SECARMY Leadership Seminar.

(f) *Other Indicators*. Documented excellence in PMOS and impact to the MOS/CMF indicate outstanding potential for service as Command Sergeant Major. Additionally, Sergeant Audie Murphy Club, Expert Soldier Badge, German Armed Forces Proficiency Badge, Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

(2) *Highly Qualified*.

(a) *Leadership Positions*. Operations Sergeant Major for a 24 to 36 month tour of duty.

(b) *Physical Fitness*. 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as an MRT, P3T, or MFT.

(c) *Military Education*. MOS 42S is exempt from PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications.

(e) *Training*. Completion of How the Army Runs.

(f) *Other Indicators*. Documented excellence in PMOS and impact to the MOS/CMF indicate outstanding potential for service as Command Sergeant Major. Additionally, Sergeant Audie Murphy Club, Expert Soldier Badge, German Armed Forces Proficiency Badge,



Norwegian Foot March, and/or MOVSM for community service are all indicators of NCOs who embrace the Total Soldier Concept.

### **Chapter 13. Military occupational specialty 42S, The U.S. Military Academy Band**

#### *a. Missions and Unit Structures.*

(1) Mission: To educate, train, and inspire the United States Corps of Cadets through world class music and serve as ambassadors of the United States Military Academy at West Point to local, national, and international communities.

(2) Structure: Four Elements- Ceremonial Concert Band, Benny Havens Band, The Hellcats (Field Music Group), and Support Staff. The Ceremonial Concert Band has three group leaders: Chamber Group Leader, Concert Band Group Leader, and the Marching Band Group Leader.

*b. Prerequisites.* The Special Band's Commander awards personnel the MOS 42S based on specific needs of the organization. For additional information in reference to MOS 42S, see AR 614-200, para 6-6.

*c. Goals for development.* As published by the appropriate organization.

(1) *Career Management.* 42S Soldiers and NCOs should be enrolled in and actively utilizing the Army Career Tracker (ACT) as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, NCOs should ensure that their subordinates are enrolled in, and understand the functions of ACT. ACT, in conjunction with DA PAM 600-25, will provide Soldiers and leaders the information and guidance needed to maximize career progression opportunities for Soldiers throughout all stages of their career. The most competitive Soldiers will have an outstanding record of service in several administrative support sections, musical and troop leadership roles, and collateral duty positions as described in the following paragraphs.

(2) *Achievements.* Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement.

(a) Army Special Band Musicians may be nominated for Adjutant General's Corps and/or Regimental awards which include the Army Band Soldier and NCO of the Year, AG Corps Soldier and NCO of the Year, Colonel Finley R. Hamilton Outstanding Military Musician Award, Major General Horatio Gates Medal (Bronze/Gold), Colonel Robert L. Manning Achievement Medal, President Benjamin Harrison Medal, Sergeant Major Larry L. Strickland Medal, and the President Theodore Roosevelt Medal.

(b) Personal Awards. Recognition of exemplary performance can help to set a Soldier apart from their peers for promotion consideration and should be evaluated based upon the individual events and merit that resulted in recognition. Awards should not serve as a sole discriminator for promotion consideration.

(c) Recognition. Soldiers selected for membership in the SGT Audie Murphy Clubs, as well as awards from BDE or higher Soldier of the Quarter/NCO of the Quarter or Soldier of the Year/NCO of the Year competition boards should be considered favorably in comparison to their peers.

#### **1. Staff Sergeant.**

(a) *Assignments.* SSGs hold a primary duty assignment as a Musician (instrumental or vocal) or Support Musician (designated technical and staff positions). Newly assigned SSGs will spend the first 12 to 24 months honing their primary technical skills. SSGs are expected to be SME in instrument proficiency, or their designated primary support role as well as in all associated performance techniques per Element (ceremonial marching proficiency, stage presence). SSGs are also expected to possess a fundamental knowledge of USMAB, its history, and its role at the United States Military Academy, the Army and DoD. SSGs should have experience in at least one support role across S1 through S8, PAO, Production, or Element Operation/Support. SSGs may also serve as a Principal Player, the SME of a specified section.

Principal Player responsibilities include maintaining musical standards for an instrumental section, managing duty rosters, and overseeing equipment, supplies, and maintenance budget. Other SSG secondary duty assignments include Element-specific Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC.

(1) *Operational Assignments.* Musician; Support Musician

(2) *Key and Unit Specific Positions.* Element Specific Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC.

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SSGs may be selected to attend one or more of the following to prepare them for collateral duties: Company Commander/First Sergeant course, combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(3) *Additional skills qualification training.* SSGs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (AI 1B), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E). SSGs may volunteer for Air Assault (ASI 2B).

(c) *Lifelong Learning.* Many 42S come into the military already possessing a Bachelor's or Master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners.

(1) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>).

(2) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such as Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided*. NCOs are expected to stay current and relevant in the music field. SSGs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications*. Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance*. Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SSGs to be selected to the next higher grade:

(1) *Most qualified*. A SSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SSG to be selected for SFC is:

(a) *Leadership positions*. Musician or Support Musician (multiple positions within USMAB); demonstrated excellence in training element, group, or sections.

(b) *Physical fitness*. Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training*. Multiple: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators*. Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.

(2) *Highly qualified*. The highly qualified Staff Sergeant to be selected for SFC is:

(a) *Leadership positions*. Musician or Support Musician (multiple positions within USMAB); demonstrated excellence in training element, group, or sections.

(b) *Physical fitness*. High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education*. MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education*. Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training*. One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators*. Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; Colonel Finley R. Hamilton Outstanding Military Musician Award ; competitive Army boards.

## **2. Sergeant First Class.**

(a) *Assignments.* Sergeants First Class hold a primary duty assignment as a Senior Musician (instrumental or vocal) or Senior Support Musician (designated technical and staff positions). SFCs are expected to maintain primary technical skill mastery while incorporating greater leadership roles into their daily duties and responsibilities. SFCs will broaden their impact on the organization by maintaining multiple support positions and/or holding NCOIC positions. SFCs are small group leaders (Chamber Ensemble NCOIC, Element Operations NCOIC) and serve as rater for one to four SSGs. SFCs are first-line supervisors and provide essential direct leadership and mentorship to SSGs. SFC secondary duty assignments include Element Operations NCOIC, Element Production NCOIC, Cadet Club NCOIC.

(1) *Operational Assignments.* Senior Musician, Senior Support Musician

(2) *Key and Unit Specific Positions.* Element Operations NCOIC, Element Production NCOIC, Library Shop Head, Cadet Club NCOIC, Chamber Ensemble NCOIC.

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program. (2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. SFCs may be selected to attend one or more of the following to prepare them for collateral duties: Company Commander/First Sergeant course, combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* SFCs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (AI 1B), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E). SFCs may volunteer for Air Assault (ASI 2B).

(c) *Lifelong Learning.* Many 42S come into the military already possessing a Bachelor's or Master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners.

(1) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>).

(2) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SFCs are expected to be self-motivating in their professional development. MOS skill enhancing music lessons, and civilian educational opportunities are encouraged. Refinement of musical

proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance at conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SFCs to be selected to the next higher grade:

(1) *Most qualified:* A SFC that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SFC to be selected for MSG is:

(a) *Leadership positions.* Senior Musician or Senior Support Musician (multiple positions within USMAB); demonstrated excellence as an NCOIC and potential to succeed in the next higher grade.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.

(2) *Highly qualified:* The highly qualified SFC to be selected for MSG is:

(a) *Leadership positions.* Senior Musician or Senior Support Musician (multiple positions within USMAB); demonstrated excellence as an NCOIC and potential to succeed in the next higher grade.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.

### **3. Master Sergeant.**

(a) *Assignments.* MSGs hold primary duty assignments as Section Leaders. MSGs are expected to maintain primary technical skill mastery while incorporating greater leader roles into

their daily duties and responsibilities. As Section Leaders, MSGs provide accountability, leadership, and mentorship to Sections of 4 - 6 SSGs and SFCs. MSGs serve as raters for SFCs and senior raters for SSGs. MSGs serve as Supervisors for functional areas (PAO, S 1,2,4,5,6,7,8 Shops, EOL).

(1) *Operational Assignments.* Section Leader

(2) *Key and Unit Specific Positions.* PAO Shop Head, S 1,2, & 4-8 Shop Head, EOL, Concert Band Group Leader, Chamber Group Leader, Marching Band Group Leader.

(b) *Institutional Training*

(1) *Professional Military Education.* 42S is exempt from PME through the Civilian Acquired Skills Program.

(2) *JPME.* N/A

(3) *Functional Training.* Functional courses enhance the effectiveness of military personnel in specific skill areas. These courses do not award an MOS, SQI, or ASI, but the skills are important to overall unit readiness. MSGs may be selected to attend one or more of the following to prepare them for collateral duties: Company Commander/First Sergeant course, combat life saver, DTMS operator, master driver trainer, unit movement officer, unit load team, container control officer, self-help facilities maintenance, GCSS-A supply maintenance manager, equal opportunity leader (EOL), unit retention NCO, and unit prevention leader (UPL).

(4) *Additional skills qualification training.* MSGs may be selected to attend one or more ASI or SQI producing courses to prepare them for collateral duties: Master Fitness Trainer (ASI P5), Pregnancy Postpartum PT (P3T) Program Leader (ASI A6), Master Resiliency Training (ASI 8R), Sexual Harassment/Assault Response and Prevention (SHARP) Level I (ASI 1B), Equal Opportunity Leader Course, Common Faculty Development – Instructor Course (SQI 8), Common Faculty Development – Developer Course (SQI 2), Training & Education Developer Middle Manager Course (TEDMMC), Knowledge Management Qualification (ASI 1E). MSGs may volunteer for Air Assault (ASI 2B).

(c) *Lifelong Learning.* Many 42S come into the military already possessing a Bachelor's or Master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners.

(1) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>).

(2) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(d) *Self-Development.*

(1) *Competitive Boards.* Competition boards such as Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. MSGs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS. Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified MSGs to be selected to the next higher grade:

(1) *Most qualified.* A MSG that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified MSG to be selected for SGM is:

(a) *Leadership positions.* Section Leader (multiple positions within USMAB); demonstrated excellence as a Shop Head or Group Leader and potential to succeed in the next higher grade.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses).

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.

(2) *Highly qualified.* The highly qualified MSG to be selected for SGM is:

(a) *Leadership positions.* Section Leader (multiple positions within USMAB); demonstrated excellence as a Shop Head or Group Leader and potential to succeed in the next higher grade.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* MOS 42S is exempt from resident PME per AR 600-8-19.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.

#### **4. Sergeant Major and Command Sergeant Major.**

(a) *Assignments.* Sergeants Major hold primary duty assignments as Group Leaders, Element Leaders, and Command Sergeant Major. SGMs are expected to focus primarily on leadership and management, while maintaining sufficient technical skill mastery to contribute to mission. SGMs serve as raters for MSGs, and Senior Raters for MSGs and SFCs. As Element



Leaders, SGMs are responsible for leading and managing assigned personnel, overseeing training and mission, and providing input, perspective and guidance to the Command. As Group Leaders, SGMs are responsible for the mission development, training, and execution of their respective group (Concert Band, Marching Band, Chamber Groups). The Command Sergeant Major serves as the senior enlisted advisor for the USMAB.

(1) *Operational Assignments.* Group Leader; Element Leader; Command Sergeant Major

(2) *Key and Unit Specific Positions.* Command Sergeant Major, S-3 Shop Head, Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Music Research Center Researcher, Senior Producer.

(b) *Institutional Training*

(1) *Professional Military Education.*

(2) *JPME.* Enlisted JPME (SEJPME) 2 (Available through the ATRRS Self Development Center)

(3) *Functional Training.* Battalion Command Sergeant Major Pre-Command Course; Force Management Orientation Course, How the Army Runs.

(4) *Additional Training.* Senior NCOs should continue to pursue completion of Army Distributed Learning Program courses which will broaden their knowledge on general military subjects and those that will increase their knowledge of Band Critical Function Areas. Army e-Learning distance learning courses provide access to over 3,500 Information Technology, Business Skills, and Interpersonal Skills courses. In addition, numerous Army e-Learning courses have been approved for college credit by the American Council on Education (ACE).

(c) *Lifelong Learning.* Many 42S come into the military already possessing a Bachelor's or Master's degree. Continued pursuit of civilian and military education in any discipline is highly encouraged. NCOs who already possess a Bachelor or higher are still expected to be life-long learners.

(1) Soldiers can receive up to \$4000 per fiscal year through the Army's tuition and credentialing assistance programs (<https://www.armyignited.army.mil>).

(2) The Defense Activity for Non-Traditional Education Support (DANTES) provides no-cost education and career-planning, including college credit by examination or for military training and experiences. <https://www.dantes.mil>.

(1) *Competitive Boards.* Competition boards such Audie Murphy/Army Band Noncommissioned Officer of the Year/Installation wide NCO of the Year broaden the Soldier's knowledge base, instill discipline and improve the Soldier's ability to communicate verbally.

(2) *Stewardship of the profession.* The Center for Army Leadership conducts studies, develops doctrine, provides assessment programs, and develops products and services that improve Army leadership, support developing leaders and strengthen the profession in order to achieve positive command climates and mission ready units. Visit <https://cal.army.mil/> for self and leader development tools and kits.

(3) *Guided.* NCOs are expected to stay current and relevant in the music field. SGMs are expected to be self-motivating in their professional development. MOS Enhancement music lessons, and civilian educational opportunities are encouraged. Refinement of musical proficiencies and attendance to conferences related to professional development are supported. Individualized research and attendance to conferences related to leadership and organizational management are recommended. There are many opportunities within 42S to accomplish this.

(e) *Credentials/Certifications.* Civilian credentialing can contribute to military career development and may be accepted for self-development requirements and in performance evaluations. Some credentials are more related to the 42S - Musician MOS while Common Core Credentials are related to duties performed by any Soldier regardless of MOS.

Credentials may require additional education, training, or experience. For more information about these credentialing opportunities visit the ARMY COOL (Credentialing Opportunities On-Line) website. <https://www.cool.osd.mil/army/index.html>

(f) *Additional guidance.* Along with evaluating exceptional performance through achievements, personal awards, recognition, and civilian education, consider the following to identify the most qualified and highly qualified SGMs to be selected to the next higher grade:

(1) *Most qualified.* A SGM that has successfully completed their key experience positions should be considered ahead of their peers for promotion. The most qualified SGM to be selected for CSM is:

(a) *Leadership positions.* Element Leader or Group Leader (multiple positions within USMAB); demonstrated excellence and potential to succeed at higher level of responsibility in performing leadership, supervisory, and management functions.

(b) *Physical fitness.* Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* BN/BDE Pre-Command Course, SECARMY Leadership Seminar, Manager Development Course, Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR.

(d) *Civilian Education.* Demonstrated long-term lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications that enhance the Soldier's MOS and add significant value to the unit and the mission.

(e) *Training.* Multiple: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.

(2) *Highly qualified.* The highly qualified SGM to be selected for CSM is:

(a) *Leadership positions.* Element Leader or Group Leader (multiple positions within USMAB); demonstrated excellence and potential to succeed at higher level of responsibility in performing leadership, supervisory, and management functions.

(b) *Physical fitness.* High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

(c) *Military Education.* SECARMY Leadership Seminar, Manager Development Course, Army Comptrollers Accreditation and Fiscal Law Course, FMOC, HTAR.

(d) *Civilian Education.* Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

(e) *Training.* One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

(f) *Other Indicators.* Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; competitive Army boards.