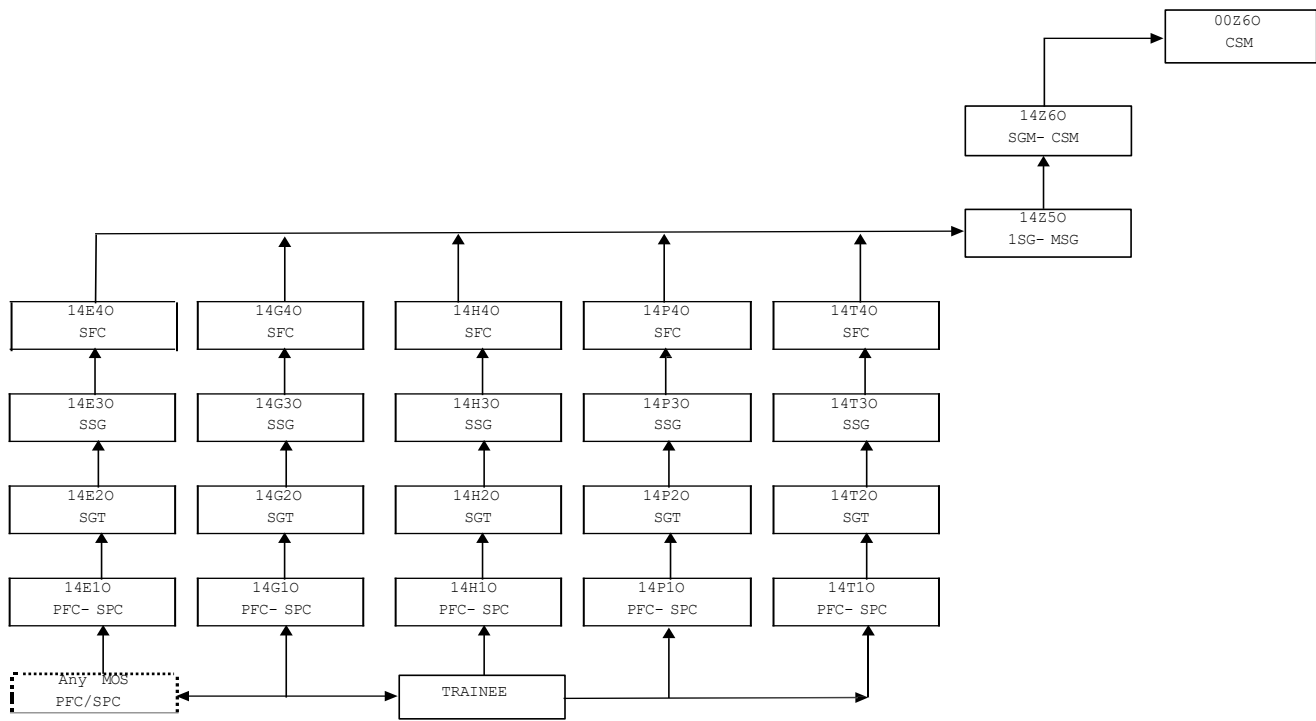




CMF 14 Progression Chart



PATRIOT FIRE CONTROL ENHANCED OPERATOR MAINTAINER	AIR DEFENSE BATTLE MANAGEMENT SYSTEM OPERATOR	AIR DEFENSE ENHANCED EARLY WARNING OPERATOR	AIR AND MISSILE DEFENSE CREWMEMBER	PATRIOT LAUNCHING STATION ENHANCED OPERATOR MAINTAINER	AIR DEFENSE SENIOR SERGEANT	COMMAND SERGEANT MAJOR (NOMINATIVE)
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SUBSTITUTABILITY: Any CMF 14 MOS can serve in positions of First Sgt, Operations, Intel/Plans, Trng, IG, EOA, or Detachment Sgt at the MSG level only.

→ Line of normal progression.

Figure 10-68a. CMF 14 - Air Defense Artillery career progression

14E Talent Development Model (Caps at SFC)

Years of Service	2	4	5	6	7	8	10	12	14	16	18	20	22	24
Critical Leader Development Assignment <i>*Annotates Key Billets/Nominative Position</i>	Engagement Controller Patriot Fire Control Enhanced Operator Radar Crewmember Radar Operator/Maintainer Crewmember Radar Support Crewmember Vehicle Driver Vehicle Driver/Gunner Support Team Crewmember		Engagement Control Shift Leader Radar Operator/Maintainer Shift Leader Team Leader		*Training Developer (DOTD) *Instructor (Master Gunner ASIT4) *NCOA SGL Section Leader Senior Engagement Controller Engagement Control Team Leader			*Career Manager (OCADA) *Talent Manager (HRC) *Training Developer (DOTD) *Instructor (Master Gunner ASIT4) *NCOA SGL Platoon Sergeant Fire Direction Chief Systems Evaluator Train and Eval NCO Detachment Sergeant						
Operational Assignment	Engagement Controller Vehicle Driver/Gunner		Team Leader		Assistant Operations Sergeant S3 NCO Operations SGT			Operations NCO Operations Sergeant/Evaluation NCO Capability Development (CD) Staff NCO						
Civilian/Military Education		BLC		ALC		SLC	MLC							
	15-45 Semester Hours				Associates Degree			Bachelor's Degree						
Broadening Assignment/Experience	System Maintenance Test Detachment (WSMR)		System Maintenance Test Detachment (WSMR)			Drill Sergeant, Instructor, Recruiter, Training System/Evaluation NCO (Technical Assistance Field Team (TAFT) NCO), Test and Eval NCO & Training Support NCO & System Analyst		Senior Drill Sergeant, West Point Training Advisor/Tactical NCO, Instructor, Training System/Evaluation NCO (Technical Assistance Field Team (TAFT) NCO), ROTC Military Science Instructor (MSI), Test and Evaluation NCO, ADA Training Coordinator, Ground and Missile Defense Evaluator, Equal Opportunity NCO & Equal Opportunity Advisor (EOA)						
Military Training	THAAD 14E (ASI 7A) Course, CLS, CBRNE, HAZMAT, Field Sanitation, Combatives- LVL 1 & 2, Drivers Training, JT- 101: Introduction to Joint Multi-TDL Network, Unit Prevention Leader (UPL) & Unit Movement Officer (UMO)				THAAD 14E (ASI 7A) Course, Patriot Master Gunner (ASI T4), Battle Staff (ASI 2S), SHARP Course, Equal Opportunity Leader Course (EOL), Master Resilience Trainer (MRT), Master Fitness Trainer (MFT) , CFD-Instructor Course, Master Drivers Training, Drill Sergeant School & Recruiter School									



MOS 14E



The Patriot Fire Control Enhanced Operator/Maintainer supervises or serves in an ADA unit as a member of an air defense activity engaged in operations or intelligence functions.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Served 24 months or more in the following assignments: Platoon Sergeant; Section Leader; Senior Engagement Controller or Engagement Control Team Leader

SFC: Served 24 months or more in the following assignments: First Sergeant; Platoon Sergeant; Fire Direction Chief; Systems Evaluator; Train and Eval NCO or Detachment Sergeant

Highly Qualified looks like:

SSG: Served 12 months or more in the following assignments: Platoon Sergeant; Section Leader; Senior Engagement Controller or Engagement Control Team Leader

SFC: Served 12 months or more in the following assignments: First Sergeant; Platoon Sergeant; Fire Direction Chief; Systems Evaluator; Train and Eval NCO or Detachment Sergeant



MOS 14E



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT Score of 540+

SFC: ACFT Score of 540+

Highly Qualified looks like:

SSG: ACFT Score of 480+

SFC: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC/ALC Honors Awardee/Leadership and Associates' Degree

SFC: MLC/SLC Honors Awardee/Leadership Award and Bachelors' Degree

Highly Qualified looks like:

SSG: SLC/ALC Commandants List/Superior Academics Achievement and 45+ Semester Hours

SFC: MLC/SLC Commandants List/Superior Academics Achievement and Associates' Degree (or 90+ Semester Hours)



MOS 14E



ASSIGNMENTS (Broadening and Critical Development) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: *Training Developer (DOTD); *NCOA Small Group Leader; *Patriot Master Gunner Instructor (ASIT4 Instructor); Drill Sergeant; Instructor (THAAD/AIT); Recruiter and Training System/Evaluation NCO (Technical Assistance Field Team (TAFT NCO); Systems Analyst; Test and Evaluation NCO and Training Support NCO

SFC: *Career Manager (OCADA); *Talent Manager (HRC); *Training Developer (DOTD); *NCOA Small Group Leader; *Patriot Master Gunner Instructor (ASIT4 Instructor); Senior Drill Sergeant; Instructor (THAAD/AIT); Military Science Instructor (MSI); Tactical NCO (USAMA); Training System/Evaluation NCO (Technical Assistance Field Team (TAFT NCO); Test and Evaluation NCO; ADA Training Coordinator; Ground and Missile Defense Evaluator; Equal Opportunity NCO and Equal Opportunity Advisor (EOA)

*4% percent of all SSG and SFC requirements are found in the annotated Nominative Assignments/Key Billets. These roles are specifically reserved for the highest-rated NCOs within the MOS and encompass responsibilities that extend beyond the 14E MOS to the entire Air Defense Branch. Nominative Assignments/Key Billets carry significant responsibilities and are tailored for highly skilled and experienced personnel. Candidates for these positions are carefully selected by the Regimental CSM or a CSM/SGM, showcasing exceptional leadership qualities, expertise, and a proven track record of success. The performance of the chosen individual underscores the need for a rigorous screening and selection process, ensuring that only the Most Qualified NCOs fill these roles. All Nominative/Key Billet positions are considered inherently Most Qualified and, while broadening in nature, are recognized as Critical Leader Developmental Time/Leadership Position.

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



MOS 14E



TRAINING

Most Qualified looks like:

SSG: Patriot Master Gunner (ASI T4); THAAD (ASI 7A) and Battle Staff (2S)

SFC: Patriot Master Gunner (ASI T4); THAAD (ASI 7A) and Battle Staff (2S)

Highly Qualified looks like:

SSG: Common Faculty Development Program- Instructor Course (CFDP-IPC); Equal Opportunity Leader (EOL); Master Resilience Trainer (MRT); Master Fitness Trainer (MFT) and Sexual Harassment/Assault Response Program Foundation (SHARP)

SFC: Common Faculty Development Program- Instructor Course (CFDP-IPC); Equal Opportunity Leader (EOL); Master Resilience Trainer (MRT); Master Fitness Trainer (MFT) and Sexual Harassment/Assault Response Program Foundation (SHARP)





OTHER INDICATORS

Most Qualified looks like:

SSG: Successfully filled a 14E4O position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Basic or Senior Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

SFC: Successfully filled a 14Z position; SGT Audie Murphy Club (SAMC); SGT Morales, NCO of the QTR/YR; Instructor of the YR, Curriculum Developer of the YR; Senior or Master Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

14G Talent Development Model

Years of Service	2	 4	 5	6	 7	8	 10	12	14	16	18	20	22	24
Critical Leader Development Assignment <i>*Annotates Key Billets/Nominative Position</i>	Battle Systems Operator Operations Assistant		Team Leader		*NCOA SGL (ALC) *Training Developer (DOTD) Section Sergeant		*Career Manager (OCADA) *Talent Manager (HRC) *Training Developer (DOTD) *NCOA SGL (SLC) Battle Systems Manager							
Operational Assignment	Battle Systems Operator Operations Assistant		Team Leader Watch Team NCO Battle Management Systems Operator		Section Sergeant (Section Leader) Operations Sergeant Liaison Sergeant		Battle Systems Manager							
Civilian/Military Education		BLC		ALC		SLC	MLC							
	15-45 Semester Hours				Associates Degree			Bachelor's Degree						
Broadening Assignment/Experience	Training Support (BN Level) Command Driver (BN Level)		Operations Sergeant (BN), Assistant Ops SGT (BN) & Training Support (BN)		SGL (BLC), Drill SGT, Recruiter & Instructor		Senior Instructor, Senior Drill SGT, CTC Observer/Controller, Victim Advocate, SARC & EO Advisor							
Military Training	ADAM/BAE, Multi-TDL (JT 101), HAZMAT, CLS, Combatives LVL 1 & Driver's Training		ADAM/BAE, Advanced MTDL (MAJIC), UPL, UMO & Combatives LVL 2		MC Digital Master Gunner, Battle Staff, SHARP, EOL, MRT, MFT & CFDP-IPC									



MOS 14G



The Battle Management Systems Operator supervises or serves in an Army Air and Missile Defense Command, AD Brigade, Maneuver Battalion, or ADAM cell in conjunction with a Brigade Aviation Element (BAE) as an Air/Ground-Integrator/Manager.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Served 24 months or more in the following assignments: Battle Systems Manager or Section Sergeant/Leader

SFC: Served 24 months or more in the following assignments: First Sergeant or Battle Systems Manager

Highly Qualified looks like:

SSG: Served 12 months or more in the following assignments: Battle Systems Manager or Section Sergeant/Leader

SFC: Served 12 months or more in the following assignments: First Sergeant or Battle Systems Manager



MOS 14G



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT Score of 540+

SFC: ACFT Score of 540+

Highly Qualified looks like:

SSG: ACFT Score of 480+

SFC: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC/ALC Honors Awardee/Leadership and Associates' Degree

SFC: MLC/SLC Honors Awardee/Leadership Award and Bachelors' Degree

Highly Qualified looks like:

SSG: SLC/ALC Commandants List/Superior Academics Achievement and 45+ Semester Hours

SFC: MLC/SLC Commandants List/Superior Academics Achievement and Associates' Degree (or 90+ Semester Hours)



MOS 14G



ASSIGNMENTS (Broadening and Critical Development) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: *Training Developer (DOTD); *NCOA Small Group Leader; Drill Sergeant, Recruiter; Instructor (AIT); MCASP Instructor; Instructor/Trainer LCC; AD Battle Systems NCO (OC/T) and Training Support (30th BDE)

SFC: *Career Manager (OCADA); *Talent Manager (HRC); *Training Developer (DOTD); *NCOA Small Group Leader; Senior Drill Instructor; Recruiter; Senior Instructor (AIT); US Army ADA school (INSTR PLT) ADA AMD OC/T; ADAM Cell OC/T; Caribbean LANT/TAO; Staff Assistant Airspace Manager (SA ASM); Test and Eval NCO; OPS NCO (Center of Military History); OPS NCO OC/T; OPS NCO FCOE; OPS NCO 82nd TSD; OPS NCO 122nd TSD; Victim Advocate; SARC and EO Advisor

*4% percent of all SSG and SFC requirements are found in the annotated Nominative Assignments/Key Billets. These roles are specifically reserved for the highest-rated NCOs within the MOS and encompass responsibilities that extend beyond the 14G MOS to the entire Air Defense Branch. Nominative Assignments/Key Billets carry significant responsibilities and are tailored for highly skilled and experienced personnel. Candidates for these positions are carefully selected by the Regimental CSM or a CSM/SGM, showcasing exceptional leadership qualities, expertise, and a proven track record of success. The performance of the chosen individual underscores the need for a rigorous screening and selection process, ensuring that only the Most Qualified NCOs fill these roles. All Nominative/Key Billet positions are considered inherently Most Qualified and, while broadening in nature, are recognized as Critical Leader Developmental Time/Leadership Position.

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



MOS 14G



TRAINING

Most Qualified looks like:

SSG: Multi-TDL Adv Interop Course (MAJIC); Mission Command Digital Master Gunner (ASI- 5C) and Battle Staff (2S)

SFC: Joint Interface Control Officer (JICO); Mission Command Digital Master Gunner (ASI- 5C) and Battle Staff (2S)

Highly Qualified looks like:

SSG: Common Faculty Development Program- Instructor Course (CFDP-IPC); Equal Opportunity Leader (EOL); Master Resilience Trainer (MRT); Master Fitness Trainer (MFT); Unit Movement Officer (UMO); Sexual Harassment/Assault Response Program Foundation (SHARP) and Unit Prevention Leader (UPL)

SFC: Common Faculty Development Program- Instructor Course (CFDP-IPC); Equal Opportunity Leader (EOL); Master Resilience Trainer (MRT); Master Fitness Trainer (MFT); Unit Movement Officer (UMO); Sexual Harassment/Assault Response Program Foundation (SHARP) and Unit Prevention Leader (UPL)





OTHER INDICATORS

Most Qualified looks like:

SSG: Successfully filled a 14G4O position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Basic or Senior Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

SFC: Successfully filled a 14Z position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Senior or Master Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

14H Talent Development Model

Years of Service	2	 4	 5	6	 7	8	 10	12	14	16	18	20	22	24
Critical Leader Development Assignment <i>*Annotates Key Billets/Nominative Position</i>	EW Specialist		Team Leader		*Training Dev. (DOTD) *NCOA SGL (ALC) Section Leader Engagement Control Team Leader		*Career Manager (OCADA) *Talent Manager (HRC) *Training Dev. (DOTD) First Sergeant (1st SP BN) EW Systems Manager							
Operational Assignment	Operations Assistant		Global Ops/Ops SGT		Operations SGT Asst Ops SGT		Operations Sergeant (SMC)							
Civilian/Military Education	BLC		ALC		SLC		MLC							
	15-45 Semester Hours				Associates Degree			Bachelor's Degree						
Broadening Assignment/Experience	AMD Test Detachment		AMD Test Detachment		Drill Sergeant, Recruiter, Instructor & SHARP/VA		Senior Drill Sergeant, Sr Instructor, Military Science Instructor (MSI), Tactical NCO (USMA) & RTD/Eval NCO							
Military Training	Snsr Mngr Qual Crs, THAAD LCS Op Crs, IT Fundamentals, JT-101, Space Cadre Crs & CLS		THAAD LCS Op Crs, Equal Opportunity Ldr, JT-102, EJPME I, Unit Prevention Leader, DTMS Master & CompTIA SEC+		Drill Sergeant Crs, Army Recruiter Crs, CFDIC (SQI 8), Master Gunner Crs, SHARP Crs, Master Resiliency Tnr, Master Fitness Tnr & CompTIA NET+		Army Battle Staff Course, EJPME II, Master Gunner, DEOMI (MEOP) & Sensor Manager Leader Development Course							



MOS 14H



The Enhanced Early Warning Operator supervises or serves in a Patriot air defense unit or as a member of an air defense activity engaged in operations or intelligence functions within liaison units.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Served 24 months or more in the following assignments: Platoon Sergeant; Section Leader; Asst Ops SGT or Engagement Control Team Leader

SFC: Served 24 months or more in the following assignments: First Sergeant; Platoon Sergeant; Early Warning Systems Manager; Operations Sergeant (JTAGS); Systems Evaluator; Train and Eval NCO or Detachment Sergeant

Highly Qualified looks like:

SSG: Served 12 months or more in the following assignments: Platoon Sergeant; Section Leader; Asst Ops SGT or Engagement Control Team Leader

SFC: Served 12 months or more in the following assignments: First Sergeant; Platoon Sergeant; Early Warning Systems Manager; Operations Sergeant (JTAGS); Systems Evaluator; Train and Eval NCO or Detachment Sergeant



MOS 14H



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT Score of 540+

SFC: ACFT Score of 540+

Highly Qualified looks like:

SSG: ACFT Score of 480+

SFC: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC/ALC Honors Awardee/Leadership and Associates' Degree

SFC: MLC/SLC Honors Awardee/Leadership Award and Bachelors' Degree

Highly Qualified looks like:

SSG: SLC/ALC Commandants List/Superior Academics Achievement and 45+ Semester Hours

SFC: MLC/SLC Commandants List/Superior Academics Achievement and Associates' Degree (or 90+ Semester Hours)



MOS 14H



ASSIGNMENTS (Broadening and Critical Development) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: *Training Developer (DOTD); *NCOA Small Group Leader; Drill Sergeant; Recruiter; Instructor; Space JTAGS Instructor; SMDC Global Ops-Ops NCO; MDB-FBM Sensor Manager and Theater Missile Warning Engagement Ctrl Team Leader

SFC: *Career Manager (OCADA); *Talent Manager (HRC); *Training Developer (DOTD); *NCOA Small Group Leader; Senior Drill Sergeant; Recruiter; SARC; USMA TAC NCO; Senior Instructor; MEOP; Ops NCO, US NORTHCOM; Ops NCO; DCS-G3; SMDC/STRATCOM; JTAGS Supervisor; SMDC/STRATCOM Ops Center; AD O/C Tm and USA Joint Modernization Command

*4% percent of all SSG and SFC requirements are found in the annotated Nominative Assignments/Key Billets. These roles are specifically reserved for the highest-rated NCOs within the MOS and encompass responsibilities that extend beyond the 14H MOS to the entire Air Defense Branch. Nominative Assignments/Key Billets carry significant responsibilities and are tailored for highly skilled and experienced personnel. Candidates for these positions are carefully selected by the Regimental CSM or a CSM/SGM, showcasing exceptional leadership qualities, expertise, and a proven track record of success. The performance of the chosen individual underscores the need for a rigorous screening and selection process, ensuring that only the Most Qualified NCOs fill these roles. All Nominative/Key Billet positions are considered inherently Most Qualified and, while broadening in nature, are recognized as Critical Leader Developmental Time/Leadership Position.

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



MOS 14H



TRAINING

Most Qualified looks like:

SSG: Sensor Mgr Q-Course, Space 200, Multi-TDL Adv Interop Course (MAJIC) and Digital MG (ASI- 5C)

SFC: Sensor Mgr Ldr Course, Space 300; Joint Interface Control Officer (JICO) and Digital Master Gunner (ASI-5C)

Highly Qualified looks like:

SSG: JTAGS-IQT(ASI-Q4), Basic Space Cadre Course (ASCBC 1), Common Faculty Development Program- Instructor Course (CFDP-IPC), Master Resiliency Trainer (MRT), Unit Movement Officer (UMO) and Master Fitness Trainer (MFT)

SFC: JTAGS-IQT (ASI-Q4), Sensor Mgr Q-Course, Space 200, Common Faculty Development Program- Instructor Course (CFDP-IPC), Master Resiliency Trainer (MRT), Unit Movement Officer (UMO) and Master Fitness Trainer (MFT)





OTHER INDICATORS

Most Qualified looks like:

SSG: Successfully filled a 14H40 position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Basic or Senior Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

SFC: Successfully filled a 14Z position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Senior or Master Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

14P Talent Development Model

Years of Service	2	 4	 5	6	 7	8	 10	12	14	16	18	20	22	24
Critical Leader Development Assignment <i>*Annotates Key Billets/Nominative Position</i>	AMD Crewmember Senior Gunner Vehicle Driver		Team Leader Senior Gunner		*NCOA SGL (ALC) Section Leader Squad Leader Master Gunner		*Career Manager (OCADA) *Talent Manager (HRC) *Training Developer (DOTD) *NCOA SGL (SLC) *Avenger Master Gunner Instructor Platoon SGT Master Gunner							
Operational Assignment	Missile Handler/Driver (BN Level)		Senior Missile Handler/Driver		N/A		Master Gunner (BN Level) Operations SGT							
Civilian/Military Education		BLC		ALC		SLC	MLC							
	15-45 Semester Hours				Associates Degree			Bachelor's Degree						
Broadening Assignment/Experience	N/A		N/A		Drill Sergeant, Recruiter, Instructor, ADA Crew OC/T, ADA AMD Crew OC/T, Test and Eval NCO & INSTR Jump Master		ADA Crew OC/T, Instructor, ADA Operations OC/T, Test and Eval NCO, West Point Training ADV/Tac & ADA Crew OC/T							
Military Training	CLS, CBRNE, HAZMAT, Field Sanitation, Basic Combatives-LV 1 & Drivers Training		Avenger/M-SHORAD Master Gunner, Unit Prevention Leader (UPL), Unit Movement Officer (UMO), Tactical Combatives-LV2 & Jump Master Course		Avenger/M-SHORAD Master Gunner, Battle Staff, SHARP Course, Equal Opportunity Leader Course, Master Resilience Trainer (MRT), Master Fitness Trainer (MFT), CFD-Instructor Course, Master Drivers Training, Drill SGT School, Recruiter School & Jump Master Course		Avenger/M-SHORAD Master Gunner, Battle Staff, SHARP Course, Equal Opportunity Leader Course (EOA), MRT, MFT, SHARP Foundation Course & Jump Master Course							



MOS 14P



The Air and Missile Defense Crewmember is a member of the Army's air defense artillery team with the important task of operating and maintaining three of the Army's surface-to-air advanced weapons systems, which provide vital mobile, short-range air defense protection against cruise missiles and other threats.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Served 24 months or more in the following assignments: Platoon Sergeant; Master Gunner; Squad Leader or Section Leader

SFC: Served 24 months or more in the following assignments: First Sergeant; Platoon Sergeant or Master Gunner

Highly Qualified looks like:

SSG: Served 12 months or more in the following assignments: Platoon Sergeant; Master Gunner; Squad Leader or Section Leader

SFC: Served 12 months or more in the following assignments: First Sergeant; Platoon Sergeant or Master Gunner



MOS 14P



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT Score of 540+

SFC: ACFT Score of 540+

Highly Qualified looks like:

SSG: ACFT Score of 480+

SFC: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC/ALC Honors Awardee/Leadership and Associates' Degree

SFC: MLC/SLC Honors Awardee/Leadership Award and Bachelors' Degree

Highly Qualified looks like:

SSG: SLC/ALC Commandants List/Superior Academics Achievement and 45+ Semester Hours

SFC: MLC/SLC Commandants List/Superior Academics Achievement and Associates' Degree (or 90+ Semester Hours)



MOS 14P



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

SSG: *NCOA Small Group Leader; Drill Sergeant; Recruiter; Instructor ADA Crew OC/T; ADA AMD Crew OC/T; Test and Eval NCO and INSTR JPMSTR

SFC: *Career Manager (OCADA); *Talent Manager (HRC); *Training Developer (DOTD); *NCOA Small Group Leader; Sr. Instructor MANPAD; Sr. Drill Sergeant Instructor; Test and Eval NCO; ADA AMD Crew OCT; West Point Training Adv/Tactical NCO and ADA OPS NCO

*4% percent of all SSG and SFC requirements are found in the annotated Nominative Assignments/Key Billets. These roles are specifically reserved for the highest-rated NCOs within the MOS and encompass responsibilities that extend beyond the 14P MOS to the entire Air Defense Branch. Nominative Assignments/Key Billets carry significant responsibilities and are tailored for highly skilled and experienced personnel. Candidates for these positions are carefully selected by the Regimental CSM or a CSM/SGM, showcasing exceptional leadership qualities, expertise, and a proven track record of success. The performance of the chosen individual underscores the need for a rigorous screening and selection process, ensuring that only the Most Qualified NCOs fill these roles. All Nominative/Key Billet positions are considered inherently Most Qualified and, while broadening in nature, are recognized as Critical Leader Developmental Time/Leadership Position.

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



MOS 14P



TRAINING

Most Qualified looks like:

SSG: Avenger/M-SHORAD Master Gunner Course; Master Resiliency Trainer (MRT); Master Fitness Trainer (MFT); Sexual Harassment/Assault Response Program Foundation (SHARP) and Battle Staff (2S)

SFC: Avenger/M-SHORAD Master Gunner Course; Master Resiliency Trainer (MRT); Master Fitness Trainer (MFT); Sexual Harassment/Assault Response Program Foundation (SHARP) and Battle Staff (2S)

Highly Qualified looks like:

SSG: Equal Opportunity Leaders Course (EOLC); Airborne, Air Assault; Unit Movement Officer (UMO); Expert Soldier Badge; Jump Master and Common Faculty Development Program- Instructor Course (CFDP-IPC)

SFC: Equal Opportunity Leaders Course (EOLC); Airborne; Air Assault; Unit Movement Officer (UMO); Unit Prevention Leader (UPL); Master Driver; Expert Soldier Badge; Jump Master and Common Faculty Development Program- Instructor Course (CFDP-IPC)





OTHER INDICATORS

Most Qualified looks like:

SSG: Successfully filled a 14P4O position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Basic or Senior Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

SFC: Successfully filled a 14Z position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Senior or Master Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

14P Talent Development Model

Years of Service	2	 4	 5	6	 7	8	 10	12	14	16	18	20	22	24
Critical Leader Development Assignment <i>*Annotates Key Billets/Nominative Position</i>	Launcher Crew Member Launcher Support Crew Member Support Section Crew Member Vehicle Driver/Gunner		ASST. Launcher Section Chief (Support Section Team Leader & Team Leader)		<i>*NCOA SGL (ALC)</i> <i>*Training Developer (DOTD)</i> Launcher Section Chief (Section Leader)		<i>*Career Manager (OCADA)</i> <i>*Talent Manager (HRC)</i> <i>*Training Developer (DOTD)</i> <i>*NCOA SGL (SLC)</i> <i>*Patriot Master Gunner Instructor</i> Platoon SGT Master Gunner (Battery Level) Senior Instructor							
Operational Assignment	Missile Handler/Driver (BN Level) Vehicle Driver (BN Level)		Senior Missile Handler/Driver OPS SGT		Operations Sergeant (OPS Sergeant and S3 NCO)		Master Gunner (BN Level) Operations SGT							
Civilian/Military Education		BLC		ALC		SLC	MLC							
	15-45 Semester Hours				Associates Degree			Bachelor's Degree						
Broadening Assignment/Experience	System Maintenance Test Detachment (WSMR)		System Maintenance Test Detachment (WSMR)		Instructor (THAAD/AIT), ADA Training Coordinator, SGL (BLC), Drill SGT, Recruiter, TAFT NCO & Instructor (MRT)		Instructor (AIT), ROTC MSI, RDTE NCO, TAFT NCO, USAMA Tac NCO, Senior Drill SGT, CTC Observer/Controller, CDID Staff NCO, Assistant IG, SARC & EOA							
Military Training	THAAD 14T Course, CLS, CBRNE, HAZMAT, Field Sanitation, Basic Combatives-LV 1 & Drivers Training		Patriot Master Gunner, THAAD 14T Course, Unit Prevention Leader (UPL), Unit Movement Officer (UMO) & Tactical Combatives-LV2		Patriot Master Gunner, Battle Staff, SHARP Course, Equal Opportunity Leader Course (EOL), Master Resilience Trainer (MRT), Master Fitness Trainer (MFT), CFD-Instructor Course, Master Drivers Training, Drill SGT School & Recruiter School		Patriot Master Gunner, Battle Staff, SHARP Course & Equal Opportunity Leader Course (EOA)							



MOS 14T



The Patriot Launching Station Enhanced Operator/Maintainer supervises or serves in an ADA unit or as a member of an air defense activity engaged in OPS or intelligence functions.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: Served 24 months or more in the following assignments: Platoon Sergeant; Section Sergeant/Leader or Master Gunner (BTRY Level)

SFC: Served 24 months or more in the following assignments: First Sergeant; Platoon Sergeant or Master Gunner

Highly Qualified looks like:

SSG: Served 12 months or more in the following assignments: Platoon Sergeant; Section Sergeant/Leader or Master Gunner (BTRY Level)

SFC: Served 12 months or more in the following assignments: First Sergeant; Platoon Sergeant or Master Gunner



MOS 14T



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT Score of 540+

SFC: ACFT Score of 540+

Highly Qualified looks like:

SSG: ACFT Score of 480+

SFC: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC/ALC Honors Awardee/Leadership and Associates' Degree

SFC: MLC/SLC Honors Awardee/Leadership Award and Bachelors' Degree

Highly Qualified looks like:

SSG: SLC/ALC Commandants List/Superior Academics Achievement and 45+ Semester Hours

SFC: MLC/SLC Commandants List/Superior Academics Achievement and Associates' Degree (or 90+ Semester Hours)



MOS 14T



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

SSG: *Training Developer (DOTD); *NCOA Small Group Leader; ADA Training Coordinator; TAFT NCO; Drill Sergeant and Recruiter

SFC: *Career Manager (OCADA); *Talent Manager (HRC); *Training Developer (DOTD); *NCOA Small Group Leader; *Patriot Master Gunner Instructor (ASIT4 Instructor); TAFT NCO; ROTC MSI; USAMA Tac NCO; Senior Drill SGT Instructor (THAAD/AIT); RDTE NCO; CTC Observer Controller; CDID NCO; Assistant IG; SARC and EOA

*4% percent of all SSG and SFC requirements are found in the annotated Nominative Assignments/Key Billets. These roles are specifically reserved for the highest-rated NCOs within the MOS and encompass responsibilities that extend beyond the 14T MOS to the entire Air Defense Branch. Nominative Assignments/Key Billets carry significant responsibilities and are tailored for highly skilled and experienced personnel. Candidates for these positions are carefully selected by the Regimental CSM or a CSM/SGM, showcasing exceptional leadership qualities, expertise, and a proven track record of success. The performance of the chosen individual underscores the need for a rigorous screening and selection process, ensuring that only the Most Qualified NCOs fill these roles. All Nominative/Key Billet positions are considered inherently Most Qualified and, while broadening in nature, are recognized as Critical Leader Developmental Time/Leadership Position.

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



MOS 14T



TRAINING

Most Qualified looks like:

SSG: Patriot Master Gunner (ASI T4) and THAAD (ASI X8)

SFC: Patriot Master Gunner (ASI T4) and THAAD (ASI X8)

Highly Qualified looks like:

SSG: Common Faculty Development Program- Instructor Course (CFDP-IPC); Master Resiliency Trainer (MRT); Equal Opportunity Leaders Course (EOLC); Master Fitness Trainer (MFT); Sexual Harassment/Assault Response Program Foundation (SHARP); Battle Staff (2S) and Master Driver Training

SFC: Common Faculty Development Program- Instructor Course (CFDP-IPC); Master Resiliency Trainer (MRT); Equal Opportunity Leaders Course (EOLC); Master Fitness Trainer (MFT); Sexual Harassment/Assault Response Program Foundation (SHARP); Battle Staff (2S) and Master Driver Training

OTHER INDICATORS

Most Qualified looks like:

SSG: Successfully filled a 14T40 position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Basic or Senior Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition

SFC: Successfully filled a 14Z position; SGT Audie Murphy Club (SAMC); SGT Morales; NCO of the QTR/YR; Instructor of the YR; Curriculum Developer of the YR; Senior or Master Army Instructor Badge; Honorable Order of the Saint Barbara Inductee (Branch Award) and Best Squad/Crew Competition



MOS 14Z



The Air Defense Senior Sergeant supervises, plans, and coordinates unit operations, and directs the emplacement, operation, unit-level maintenance, and management of ADA weapons systems in support of ADA units at all levels.

LEADERSHIP POSITIONS

Most Qualified looks like:

MSG: Bn Ops SGM (12-18 months); First Sergeant (36 months) or AD Master Evaluator (18-24 months)

CSM/SGM: Command Sergeant Major 24 months (7C/6C) or Operations SGM 24 months (7S (AAMDC), 7S (BDE))

Highly Qualified looks like:

MSG: Operations SGT 18-24 months or Intelligence SGT (18-24 months)

CSM/MSG: Bn Operations SGM 24 months (6S)



MOS 14Z



PHYSICAL FITNESS

Most Qualified looks like:

MSG: ACFT Score of 540+

CSM/MSG: ACFT Score of 540+

Highly Qualified looks like:

MSG: ACFT Score of 480+

CSM/MSG: ACFT Score of 480+

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

MSG: MLC Honors Awardee/Leadership Award and Bachelor's degree

CSM/SGM: USASMA Honors Awardee/Leadership Award and Masters Degree

Highly Qualified looks like:

MSG: Commandant's List/Superior Academics Achievement; Exceeded MLC Course Standards and Three years college

CSM/SGM: Commandant's List/Superior Academics Achievement; Exceeded USASMA Course Standards and Four years college



MOS 14Z



ASSIGNMENTS (Broadening and Critical Development)
PROONENT SPECIFIC CHALLENGING / HIGH RISK

MSG: ADA Sr. OC/T; NCOA Chief; MLC SGL; USASMA; Sr. ADA Advisor, Avn TAFT Tm; HHC 1SG, SMDC/ARSTRAT; HHC 1SG; SMDC (Kwajalein); Operations SGT; HHC ASG- KU; ADANCO Advisor and CENTCOM SAO (SA)

CSM/SGM: Proponent SGM (OCADA); CMF SGM (HRC); DCS-G3 Ops, SMDC/ARSTRAT; Dir SGM/Chief RDTE, USA-OPTEC; TAMDCoord SGM, AAMDC and Security Forces Assistance Brigade (SFAB)

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



MOS 14Z



TRAINING

Most Qualified looks like:

MSG: Patriot Master Gunner (ASI T4); Avenger Master Gunner (ASI-K7); Advanced Space Ops School (ASOpS); First Sergeant Course; SEJPME II and Common Faculty Development-Instructor Course (CFD-IC)

CSM/SGM: HTAR Course; Advanced Space Ops School (ASOpS); Manpower and Force Management Course (MFMC)

Highly Qualified looks like:

MSG: Basic Space Cadre Course (ASCBC 1); Training Developer Course and Battle Staff

CSM/SGM: Space 200/300; SEJPME II and PCC course

OTHER INDICATORS

Most Qualified looks like:

MSG: Honorable Order of the Saint Barbara Inductee (Branch Award)

CSM/SGM: Honorable Order of the Saint Barbara Inductee (Branch Award)