

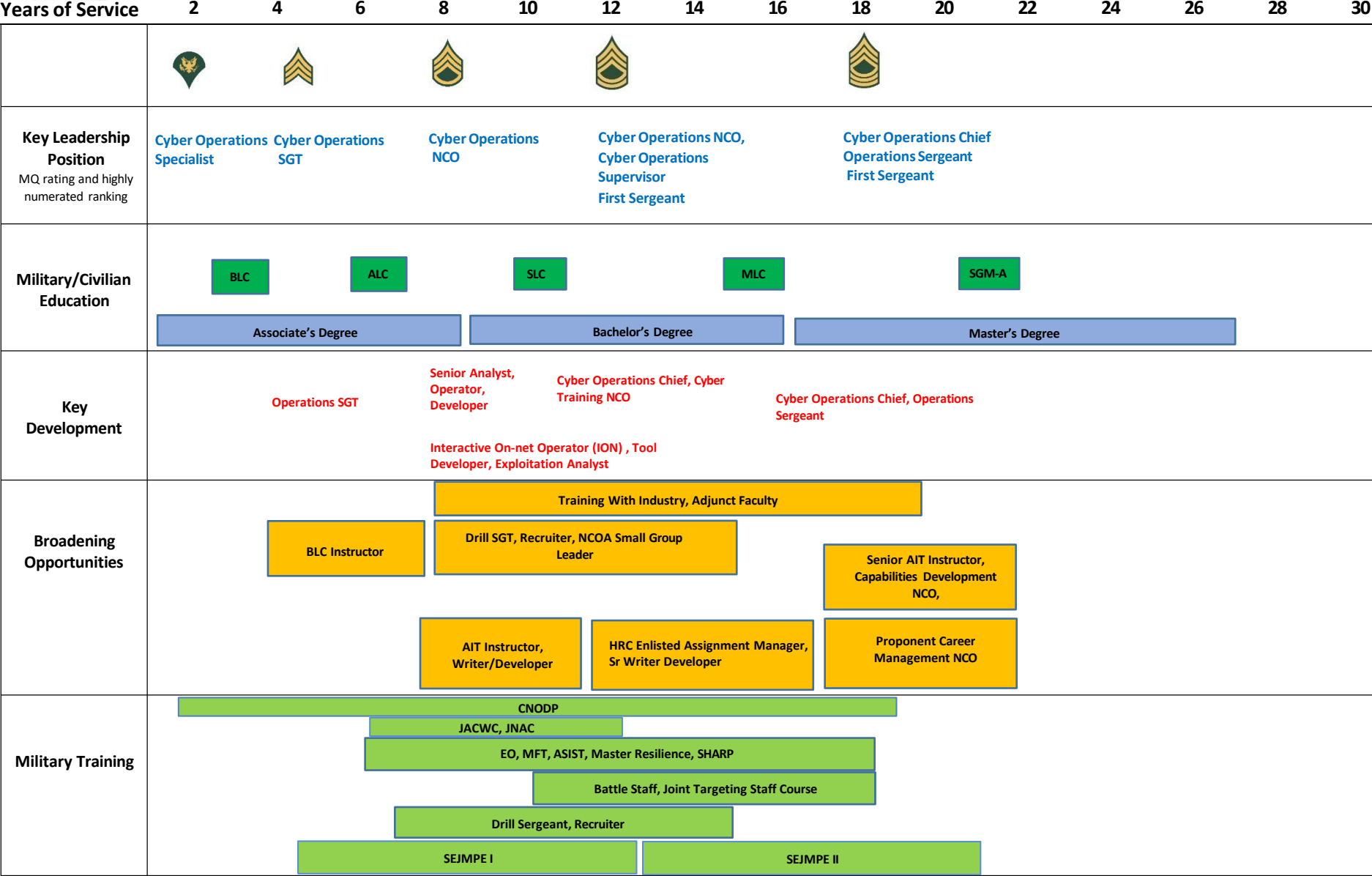


DA Pam 600-25
NCO Professional Development
Board Brief



U.S. ARMY

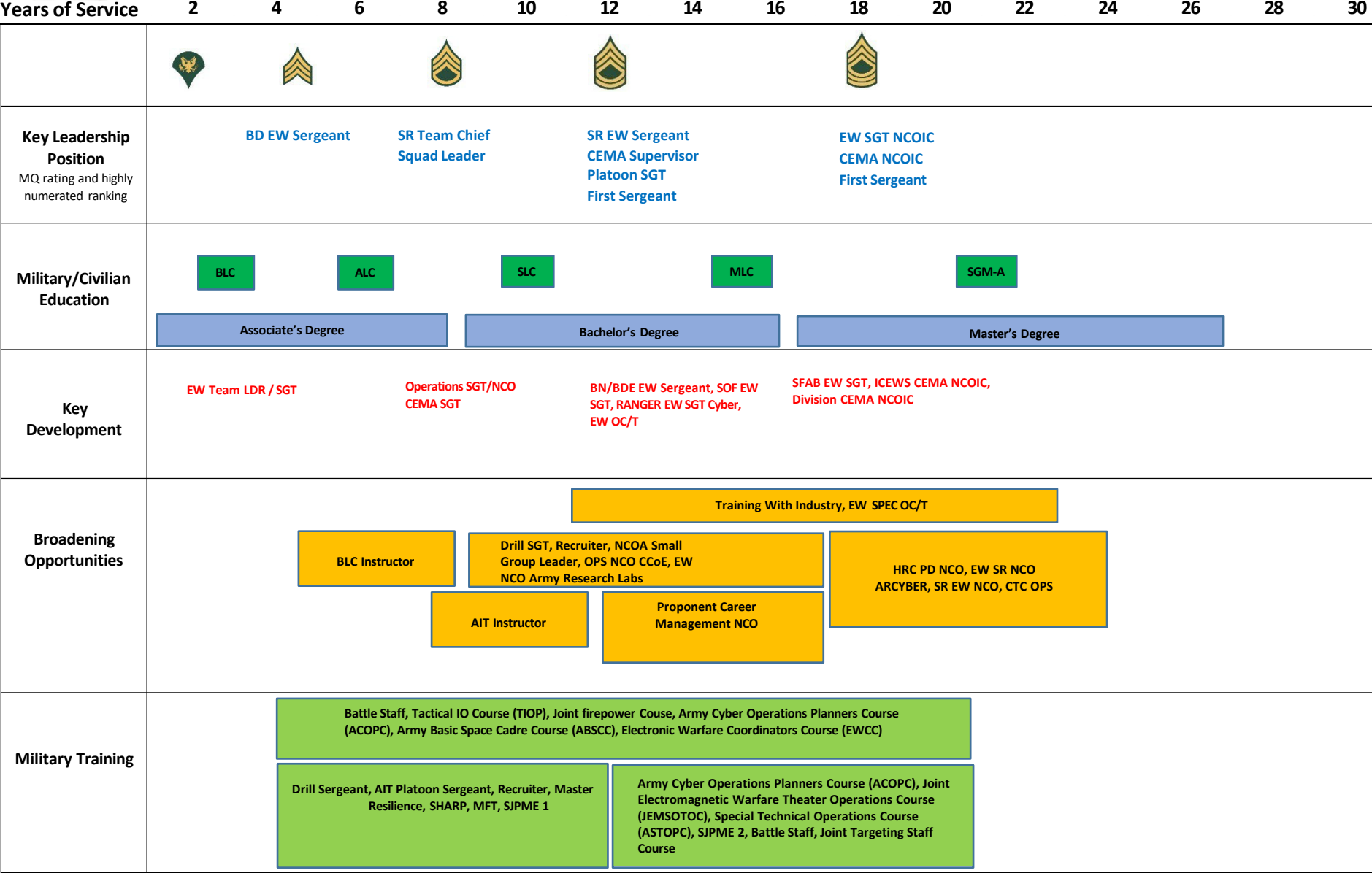
17C Talent Development Model (Caps at E8)





U.S. ARMY

17E Talent Development Model (Caps at E8)





U.S. ARMY

17Z Talent Development Model (E9)

Years of Service

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



Key Leadership Position
MQ rating and highly numerated ranking

BN/BDE CSM,
G Staff SGM,

Military/Civilian Education

Bachelor's Degree

Master's Degree

SGM-A

Nom

Key Development

Contingency Command Post
CEMA SGM, CORPS CEMA
SGM, Operations SGM, SR
Cyber Operations Chief

Broadening Opportunities

Chief Career Management
NCO/Proponent SGM, SGM-A
Faculty, CTED SGM, USMA SGM,
ACI SGM, Joint Agency SEL

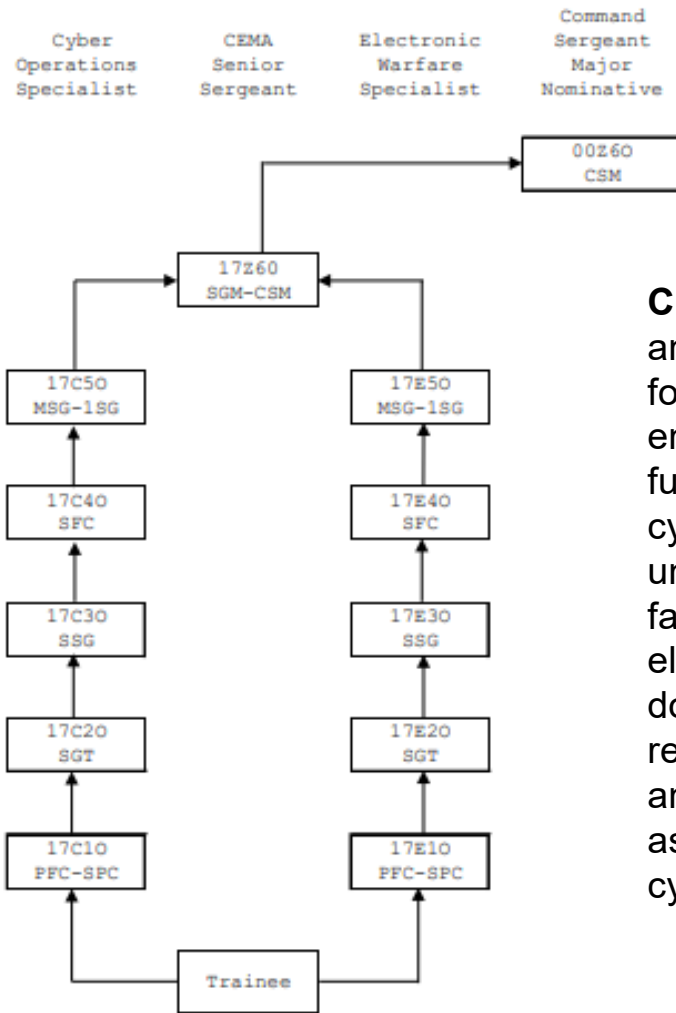
Military Training

PCC, Keystone Training
SEJMPE II



U.S. ARMY

CMF 17 Progression Chart



CMF17- The Cyber CMF, maintains dominance in cyberspace and the electromagnetic spectrum. It also upholds a solid foundation of the operational characteristics of the Army, emphasizing the Army's movement and maneuver warfighting function and special forces characteristics. To operate within the cyber mission force, Cyber Soldiers must thoroughly understand unique technical training and oversight requirements. Several factors contribute to developing cyber operations and electromagnetic warfare specialists, including Joint and Army doctrine, Army-wide cyber mission forces manning and echelon requirements, institutional training, and joint certification courses and curricula. Additionally, it encompasses the development, assessment, employment, and fielding of current and future cyberspace and electromagnetic systems.



MOS 17C

The Cyber Operations Specialist provides offensive and defensive expertise to ensure freedom of maneuver within the cyberspace domain and cyberspace operations in support of the full range of military operations by enabling actions and generating effects across all domains.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: 36+ months accumulative successful service as a SSG with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

SFC: 36+ months accumulative successful service as a SFC with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

MSG: 36+ months accumulative successful service as a 1SG with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at the next higher grade. Special consideration should be given to those who have successful service as an HSC / HHC 1SG.

Highly Qualified looks like:

SSG: 24+ months accumulative successful service as a SSG with strong evaluations regarding potential with supporting enumeration.

SFC: 24+ months accumulative successful service as a SFC with strong evaluations regarding potential with supporting enumeration.

MSG: Is currently serving or has successfully served 12+ months as a 1SG with strong evaluations regarding potential with supporting enumeration.

Fully Qualified looks like:

SSG: 18+ months accumulative successful service as a SSG.

SFC: 18+ months accumulative successful service as a SFC.

MSG: 12+ months accumulative successful service as a MSG.



U.S. ARMY

MOS 17C

PHYSICAL FITNESS

Most Qualified looks like:

SSG: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

SFC: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

MSG: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

Highly Qualified looks like:

SSG: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

SFC: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

MSG: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC graduate; Recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG), Commandant's List (CL) or other honors during PME or MOS enhancing courses or SEJPME I; Completion of an associate's or higher-level degree or 60+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

SFC: MLC graduate; recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL) during PME or MOS enhancing courses or SEJPME I & II; attained 90+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

MSG: SMC/JSOFSEA graduate, recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL) during PME or MOS enhancing courses or SEJPME I & II; completion of a bachelor's degree or attained 30+ credit hours towards a graduate degree or multiple civilian technical skills certifications.

Highly Qualified looks like:

SSG: ALC, Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

SFC: Completion of an associate's degree or attained 60+ credit hours towards a bachelor's degree or a civilian technical skill certification or SEJPME I.

MSG: Attained 90+ credit hours towards a bachelor's degree or a civilian technical skill certification or SEJPME I.



MOS 17C

ASSIGNMENTS (Operational, Critical Developmental, and Broadening) PROONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Cyber Operations NCO (Offensive/Defensive/Expeditionary Cyber Team), Multi-Domain Task Force (MDTF), Multi-Domain Expeditionary Battalion (MDEB), SMU (SOF/Ranger Regiment/Great Skills); Cyber WR (Senior proficiency), Cyber Operations Supervisor, SF Cyber Ops Specialist, Platoon Sergeant; Drill Sergeant, Instructor/Writer, Training with Industry (TWI), Joint Interagency Intergovernmental and Multinational (JIIM), Noncommissioned officer academy (NCOA) Small Group Leader (SGL). Special consideration should be given to those working in a 17C4 position.

SFC: Cyber Operations Supervisor (Offensive/Defensive/Expeditionary Cyber Team), Multi-Domain Task Force (MDTF), Multi-Domain Expeditionary Battalion (MDEB), SMU (SOF/Ranger Regiment/Great Skills); Cyber WR (Senior proficiency), Cyber Operations Chief, Team NCOIC, CEMA or Cyber Planner, Detachment Sergeant; Drill Sergeant, Senior Drill Sergeant, Instructor/Writer, Training with Industry (TWI), Cyber Operations-Integrated Planning Elements (CO-IPE), Joint Interagency Intergovernmental and Multinational (JIIM), Senior Writer Developer, Noncommissioned officer academy (NCOA) Small Group Leader (SGL), Professional Development NCO (HRC). Special consideration should be given to those who are working or have successfully served in a 17C5 position.

MSG: Cyber Operations Chief, Cyber WR (Master proficiency), Multi-Domain Task Force (MDTF), Multi-Domain Expeditionary Battalion (MDEB), SMU (SOF/Great Skills); Senior Enlisted Leader, Senior Cyber Ops Chief, First Sergeant, G/J Staff NCOIC, Operations Sergeant / NCOIC; Senior Instructor, Training Developer/Writer, Capabilities Development NCO, Senior Career Management NCO, Cyber Operations-Integrated Planning Elements (CO-IPE), Special Mission Unit (SMU), Special Operations Forces (SOF), Joint Interagency Intergovernmental and Multinational (JIIM), Army Cyber Institute (ACI), Cyber Advisor for Secretary of the Army. Special consideration should be given to those who are or have successfully served as a SGM or those working in a 17Z6 position.

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



MOS 17C

TRAINING

Most Qualified looks like:

SSG: Completion of two or more [advanced skill / functional courses](#).

SFC: Completion of three or more [advanced skill / functional courses](#).

MSG: Completion of four or more [advanced skill / functional courses](#).

Highly Qualified looks like:

SSG: Completion of one [advanced skill / functional courses](#).

SFC: Completion of two or more [advanced skill / functional courses](#).

MSG: Completion of three or more [advanced skill / functional courses](#).

OTHER INDICATIONS

Most Qualified looks like:

SSG: Basic Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.

SFC: Senior Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.

MSG: Master Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.



MOS 17C

FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

SSG:

SFC:

MSG:

- This slide is only authorized when requirements exist such as Federal certifications, advanced degree requirements, etc., that are tied to the next higher grade.
- When a Proponent uses this slide, the specific authority must be fully identified/listed for verification/authentication.



MOS 17E

The Electromagnetic Warfare Specialists are subject matter experts on the manipulation, control, and dominance of the electromagnetic spectrum responsible for planning and delivering effects that enable commanders to integrate electromagnetic protection, support, and attack into military operations.

LEADERSHIP POSITIONS

Most Qualified looks like:

SSG: 36+ months accumulative successful service as a SSG with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.
SFC: 36+ months accumulative successful service as a SFC with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.
MSG: 24+ months accumulative successful service as a CEMA NCOIC with a consistent pattern of “far exceeded” NCOER rating and Senior Rater comments of strong potential to serve at the next higher grade. 36+ months accumulative successful service as a 1SG with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at the next higher grade. Special consideration should be given to those who have successful service as an HSC / HHC 1SG.

Highly Qualified looks like:

SSG: 24+ months accumulative successful service as a SSG with strong evaluations regarding potential with supporting enumeration.
SFC: 24+ months accumulative successful service as a SFC with strong evaluations regarding potential with supporting enumeration.
MSG: Is currently serving or has successfully served 12+ months as a 1SG with strong evaluations regarding potential with supporting enumeration.

Fully Qualified looks like:

SSG: 18+ months accumulative successful service as a SSG.
SFC: 18+ months accumulative successful service as a SFC.
MSG: 12+ months accumulative successful service as a MSG.



U.S. ARMY

MOS 17E

PHYSICAL FITNESS

Most Qualified looks like:

SSG: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

SFC: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

MSG: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

Highly Qualified looks like:

SSG: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

SFC: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

MSG: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: SLC graduate; Recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG), Commandant's List (CL) or other honors during PME or MOS enhancing courses or SEJPME I; Completion of an associate's or higher-level degree or 60+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

SFC: MLC graduate; recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL) during PME or MOS enhancing courses or SEJPME I & II; attained 90+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

MSG: SMC/JSOFSEA graduate, recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL) during PME or MOS enhancing courses or SEJPME I & II; completion of a bachelor's degree or attained 30+ credit hours towards a graduate degree or multiple civilian technical skills certifications.

Highly Qualified looks like:

SSG: ALC, Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

SFC: Completion of an associate's degree or attained 60+ credit hours towards a bachelor's degree or a civilian technical skill certification or SEJPME I.

MSG: Attained 90+ credit hours towards a bachelor's degree or a civilian technical skill certification or SEJPME I.



MOS 17E

ASSIGNMENTS (Operational, Critical Developmental, and Broadening) **PROONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: ABCT, IBCT, SBCT, CAB, DIV, MDTF, DIVAD, SMU (SOF/SOAR/Ranger Regiment), Joint Interagency Intergovernmental and Multinational (JIIM); SR Team Chief, CEMA Sergeant, EW Sergeant, Operations SGT/NCO, Squad Leader; Drill Sergeant, Instructor/Writer, Training with Industry (TWI), Recruiter, NCO Academy Small Group Leader (SGL), EW NCO Army Research Labs, Operations NCO Cyber Center of Excellence (CCoE). Special consideration should be given to those working in a 17E4 position.

SFC: ABCT, IBCT, SBCT, CAB, DIV, CORPS, MDTF, DIVAD, SMU (SOF/SOAR/Ranger Regiment), Joint Interagency Intergovernmental and Multinational (JIIM), US Army Cyber Command (ARCYBER); EW Platoon Sergeant, SR EW Sergeant, CEMA Supervisor, EW NCO, CEMA NCO; Drill Sergeant, Instructor/Writer, Training with Industry (TWI), Recruiter, NCOA SGL, EW NCO Army Research Labs, Operations NCO CCoE, EW NCO Observer Controller/Trainer (OC/T), Proponent Career Management NCO, NATO, US Army Element, Land Section. Special consideration should be given to those who are working or have successfully served in a 17E5 position.

MSG: ABCT, IBCT, SBCT, CAB, DIV, CORPS, Multi-Domain Task Force (MDTF), DIVAD, Special Mission Unit (SMU), Special Operations Forces (SOF), Joint Interagency Intergovernmental and Multinational (JIIM), EW SR NCO ARCYBER; CEMA NCOIC, EW Sergeant NCOIC, First Sergeant; HRC PD NCO, Army Cyber Institute (ACI), SR EW NCO OC/OCT, Training with Industry (TWI), Combat Training Center Ops. Special consideration should be given to those who are or have successfully served as a SGM or those working in a 17Z6 position.

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



MOS 17E

TRAINING

Most Qualified looks like:

SSG: Completion of two or more [advanced skill / functional courses](#).

SFC: Completion of three or more [advanced skill / functional courses](#).

MSG: Completion of four or more [advanced skill / functional courses](#).

Highly Qualified looks like:

SSG: Completion of one [advanced skill / functional courses](#).

SFC: Completion of two or more [advanced skill / functional courses](#).

MSG: Completion of three or more [advanced skill / functional courses](#).

OTHER INDICATIONS

Most Qualified looks like:

SSG: Basic Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.

SFC: Senior Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.

MSG: Master Instructor Certifications, NCO of the Quarter / Year, Sergeant Audie Murphy / Morales Club, Cyber Competitions, Best Warrior/Squad Competition winners.



MOS 17E

FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

SSG:

SFC:

MSG:

- This slide is only authorized when requirements exist such as Federal certifications, advanced degree requirements, etc., that are tied to the next higher grade.
- When a Proponent uses this slide, the specific authority must be fully identified/listed for verification/authentication.



MOS 17Z

Sergeants Major mentor command leadership and subordinate Cyber and Electromagnetic Warfare personnel on CMF 17 functions and capabilities and are responsible for development, preparation and/or analysis of strategic Cyber Corps guidance for use by subordinate commands through direct interaction with HQDA, ACOM, TRADOC, FORSCOM, CCMDs and other DOD organizations.

LEADERSHIP POSITIONS

Most Qualified looks like:

CSM/SGM: 36+ months accumulative successful service as a SGM/CSM with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

Highly Qualified looks like:

CSM/SGM: 24+ months as a SGM/CSM with strong evaluations regarding potential with supporting enumeration.

Fully Qualified looks like:

CSM/SGM: 12+ months accumulative successful service as a SGM/CSM.

Note: Special consideration should be given to those SGMs who have been selected for or have attended SMAP.



MOS 17Z

PHYSICAL FITNESS

Most Qualified looks like:

CSM/SGM: Consistent ACFT scores of 540 or better with 80% in each event and meet height/weight requirements IAW AR 600-9. Master Fitness Trainer (MFT) and attended Best Squad Competition.

Highly Qualified looks like:

CSM/SGM: Consistent ACFT scores of 500 or better with 80% in each tested event and meet height/weight requirements IAW AR 600-9. Attended Best Squad Competition.

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

CSM/SGM: NLC; recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL) during PME or MOS enhancing courses; SEJPME I & II, completion of a graduate degree or attained 48+ credit hours towards a post graduate degree or multiple civilian technical skills certifications.

Highly Qualified looks like:

CSM/SGM: Completion of a bachelor's degree or attained 30+ credit hours towards a graduate or post-graduate degree or a civilian technical skill certification; SEJPME I & I.



MOS 17Z

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

CSM/SGM: Operations/Training SGM, BN/BDE/Garrison CSM, Corps/CCoE NCOA CSM, G39/CEMA SGM, Joint Forces Headquarters (JFHQ)/CO-IPE SEL; Proponent SGM, Training and Education Division SGM, SGM-A Instructor, ACI SGM.

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



MOS 17Z

TRAINING

Most Qualified looks like:

CSM/SGM: Completion of five or more [advanced skill / functional courses](#).

Highly Qualified looks like:

CSM/SGM: Completion of four or more [advanced skill / functional courses](#).

OTHER INDICATIONS

Most Qualified looks like:

CSM/SGM: Writes articles for publication in Army and public professional journals, seek out public speaking opportunities and community involvement, represent the Army in civic functions to enhance leadership.



MOS 17Z

FULLY-QUALIFIED (MANDATORY)

Formally established requirements stemming from Federal/DOD/Legislative Authorities

CSM/SGM:

- This slide is only authorized when requirements exist such as Federal certifications, advanced degree requirements, etc., that are tied to the next higher grade.
- When a Proponent uses this slide, the specific authority must be fully identified/listed for verification/authentication.



Advanced Skills/Functional Courses Applicable to CMF 17

Description	
Air Assault School	Joint Air Operations Planning System Course
Air Operations Center Course	Joint Battle Damage Assessment Course
Air Tasking Orders	Joint C-SUAS Operator
Airborne School	Joint Cyber Operational Planners Course (JCOPC)
Analytical writing essentials (AWE)	Joint Electromagnetic Warfare Theater Operations Course (JEMSOTOC)
Applied Suicide Intervention Training (ASIST) Trainer	Joint Electronic Warfare Theater Operations Course (JEWTOC)
Army Basic Space Cadre Course	Joint Fire Power Course
Army Cyber Operational Planners Course (ACOPC)	Joint Intermediate Target Development
Army Deception Planners' Course (ADPC)	Joint Network Analysis Course (JNAC)
Army Information Operations Planners' Course	Joint Operations Fires and Effects Course
Army Strategic Leader Development Program (ASLDP)	Joint Planning Process
Battle Staff NCO Course (BSNCO)	Joint Targeting Staff Course
Brighton course	Jump Master School
Common Faculty Development – Developer Course (CFD-DC)	Keystone Training
Common Faculty Development – Instructor Course (CFD-IC)	Master Cyber WR JQR/JQS
CSM/SGM Legal Orientation Course	Master Fitness Trainer (MFT)
C-SUAS Operator (FMS)	Master Resiliency Trainer (MRT)
C-SUAS Planner (FMS)	Nominative Leader Course (NLC)
C-UAS Awareness Course	Offensive and Defensive Cyber Operations
Cyber Effects Application Course	Operator Training (Title 10 / Title 50)
Cyber Operations Planner	Pathfinder
DOD Exploitation or Analyst	Pre-Command Course
Electronic Warfare Coordinators Course (EWCC)	Ranger School
Equal Opportunity Leader Course (EOLC)	Reconnaissance and Surveillance Leaders Course
First Sergeant and Commander Course	Robotics and Unmanned Systems Integration Course
Foundry Courses	SEJPME I
Foundry Courses (EW Related)	SEJPME II
How the Army Runs Course	Senior or Master Cyber WR JQR/JQS
Information Operations Integration Course - Electromagnetic Warfare (IIC-EW)	Sergeant Major Course (SMC)
Information Operations Integration Course - Military Information Support Operations (IIC-MISO)	Sexual Assault Response Coordinator (SARC) Course
Instructor Training Course (ITC)	Special Technical Operations Planners Course (STOPC)
IO Fundamentals Course (IOFC)	Squad Leader Development Course
Joint Advanced Cyber Warfare Course (JACWC)	Tactical and Joint Operations/Action Center operations
	Tactical Information Operations Planner Course