



31D (Active Component) Talent Development Model (Caps at MSG)

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Years of Service	2	6	10	14	18
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Special Agent	Special Agent	Special Agent	Special Agent	
Military/Civilian Education	BLC Associate's Degree	ALC Bachelor's Degree	SLC Bachelor's Degree	MLC Masters Degree	
Key Unit Specific Duties	Case Agent; Protective Services Agent	Primary/Alternate Evidence Custodian; Evidence Response Team; Crisis Negotiation Response Team Member; Firearms Instructor	Field Training Agent; Behavioral Threat Assessment Consultant; Forensic Science Technician; Defensive Tactics Instructor	Supervisory Special Agent; Investigation and Operations (IOD) Desk Officer; Field Training Lead; Evidence Response Team Program Manager; Field Office Tactics Advisor	
Broadening Opportunities		Instructor/Writer; Small Group Leader		Enlisted Development NCO; IG NCO; EO Advisor	
Military Training	Protective Services Training; Child Abuse Prevention Investigative Techniques; Domestic Violence Intervention Training; Special Victim Capabilities Course; Advanced Crime Scene Investigative Techniques; Crime and Criminal Intelligence Analyst Course; Digital Media Collector; Holistic Health and Fitness Integrator.				
		Retention NCO; CFD-Instructor Course,			



U.S. ARMY

31D (Active Component)

CID Agents conduct independent felony-level criminal investigations affecting DA or DoD personnel, property, facilities, or activities; process crime scenes, collect evidence, and conduct interviews or interrogations of complainants, victims, witnesses and subjects. CID provides support to field commanders at all levels and echelons with investigations of general crimes (committed against persons or property), economic crime, counter-drug operations, special victims' crimes, cybercrime, logistics security, and criminal intelligence. CID oversees the largest executive protection mission within the DoD, safeguarding: the Secretary and Deputy Secretary of Defense, Chairman and Vice Chairman of the Joint Chiefs of Staff, Secretary and Chief of Staff of the Army, additional High-Risk Personnel (HRP). Special Agents assigned to the protective mission plan and execute worldwide operations to ensure the safety of designated protectees. CID is the only organization within the Army uniquely organized, equipped, and trained to execute this mission.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG- MSG: 30 months or more of successful experience as a Special Agent with MQ rating or an exclusive rating for immature senior rater profile; demonstrated excellence in a variety of Unit Specific Duties.

Highly qualified looks like:

SSG-MSG: 18-24 months of successful experience as a Special Agent; demonstrated excellence in at least one Unit Specific Duty



31D (Active Component)

PHYSICAL FITNESS

Most qualified looks like:

SSG-MSG: 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; pursued off duty fitness and contributed to the well-being of the unit (Holistic Health and Fitness Integrator, ACFT Grader)

Highly qualified looks like:

SSG-MSG: 480-539 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; pursued off duty fitness

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Associate's Degree and 90 credit hours toward a Bachelor's Degree; Distinguished Honor Graduate/Leadership Awardee of ALC

SFC: Associate's Degree and 105 credit hours toward a Bachelor Degree or credential/certification program in progress; Distinguished Honor Graduate/Leadership Awardee of SLC

MSG: Master's Degree or credential/certification program complete; Distinguished Honor Graduate/Leadership Awardee of MLC

Highly qualified looks like:

SSG: Associate's Degree and 75 credit hours toward a Bachelor Degree; ALC Commandant's List

SFC: Associate's Degree and 90 credit hours toward a Bachelor Degree or credential/certification program in progress; SLC Commandant's List

MSG: Bachelor's Degree, or credential/certification program complete or pursuing Master's Degree; MLC Commandant's List



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31D (Active Component)

TRAINING

Most qualified looks like:

SSG-MSG: Four or more Functional and/or Additional Skills Qualification Training

Highly qualified looks like:

SSG-MSG: Three or more Functional and/or Additional Skills Qualification Training Courses

OTHER INDICATORS

Most qualified looks like:

SSG-MSG: Demonstrated superior investigative proficiency and expertise in investigative techniques and/or protective service operations; added significant value and innovation to the unit and the mission; community service; CID Special Agent of the Year; CID Special Agent Digital Forensic Examiner of the Year; Instructor Badge (Basic/Senior/Master).



31D (Active Component)



ASSIGNMENTS (Key Development Positions, Unit Specific Positions, and Broadening)
PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Special Agent; Primary/Alternate Evidence Custodian; Evidence Response Team; Crisis Negotiation Response Team Member; Firearms Instructor; Instructor/Writer; Small Group Leader

SFC: Special Agent; Field Training Agent; Behavioral Threat Assessment Consultant; Forensic Science Technician; Defensive Tactics Instructor; Instructor/Writer; Small Group Leader; IG NCO

MSG: Special Agent; Supervisory Special Agent; Investigation and Operations (IOD) Desk Officer; Field Training Lead; Evidence Response Program Manager; Field Office Tactics Advisor; Instructor/Writer; Small Group Leader; IG NCO; EO Advisor; CID Enlisted Development NCO

31D (Reserve Component) Talent Development Model (Caps at MSG)



U.S. ARMY

Years of Service	2	6	10	14	18
Key Leadership Position <i>(18-30+ MONTHS)</i>	Special Agent	Special Agent	Detachment Sergeant		First Sergeant
Military/Civilian Education	 Associate's Degree		 Bachelor's Degree		
Critical Development <i>(POST Leadership)</i>		Criminal Intel NCO Protective Service Agent	Evidence Custodian Protective Service NCO Operations NCO Criminal Intel NCO		Detachment Sergeant Operations Sergeant
Broadening Opportunities		Instructor/Writer, Small Group Leader		Talent Mgmt NCO, Training Developer, System Development NCO, Inspector General NCO	Assistant Inspector General, EO Advisor, CID Enlisted Development NCO
Military Training	Protective Services Training, Child Abuse Prevention Investigative Techniques, Domestic Violence Intervention Training, Special Victim Capability, Advanced Crime Scene Investigative Techniques		Advanced Crime Scene Investigative Techniques		Law Enforcement Senior Leader, Military Police Pre-Command Course
	Senior Enlisted Joint Professional Military Education (1)			Senior Enlisted Joint Professional Military Education (2)	



31D (Reserve Component)



The CID Special Agent supervises or conducts investigations of incidents and offenses or allegations of criminality affecting DA or DoD personnel, property, facilities, or activities. CID Special Agents support the Army across the range of military operations and can perform professional criminal investigations anywhere in the world and in any environment. In addition to the basic mission of conducting felony criminal investigations, CID provides support to field commanders at all levels and echelons with investigations of general crimes (committed against persons or property), economic crime, counter-drug operations, special victims' crimes, cybercrime, logistics security, and criminal intelligence. CID Special Agents supervise and/or conduct personal security (protective services) for senior DoD and DA officials. CID performs Personal Security Vulnerability Assessments on senior DoD and DA personnel.

LEADERSHIP POSITIONS

Most qualified looks like:

- SSG: Special Agent for 30 or more months
- SFC: Detachment Sergeant for 30 or more months
- MSG: First Sergeant for 30 or more months

Highly qualified looks like:

- SSG: Special Agent for 24 to 29 months
- SFC: Detachment Sergeant for 24 to 29 months
- MSG: First Sergeant for 24 to 29 months



31D (Reserve Component)

PHYSICAL FITNESS

Most qualified looks like:

SSG: 540 on ACFT
SFC: 540 on ACFT
MSG: 540 on ACFT

Highly qualified looks like:

SSG: 510 on ACFT
SFC: 510 on ACFT
MSG: 510 on ACFT

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: Associate's Degree and 90 credit hours toward a Bachelor's Degree Distinguished Honor Graduate/Leadership Awardee of ALC
SFC: Associate's Degree and 105 credit hours toward a Bachelor's Degree, Distinguished Honor Graduate/Leadership Awardee of SLC
MSG: Bachelor's Degree, Distinguished Honor Graduate/Leadership Awardee of MLC

Highly qualified looks like:

SSG: Associates Degree and 75 credit hours toward a Bachelor's Degree, ALC Commandant's List
SFC: Associates Degree and 90 credit hours toward a Bachelor's Degree, SLC Commandant's List
MSG: Associates Degree and 105 credit hours toward a Bachelor's Degree MLC Commandant's List



31D (Reserve Component)

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

SSG: The Broadening assignments for a Small Group Leader and Instructor/Writer. The Critical Developmental Assignments for a SSG is Criminal Intel NCO and Protective Service Agent.

SFC: The Broadening assignments for a SFC are Small Group Leader, Instructor/Writer, Talent MGMT NCO, Training Developer, System Development NCO, and Inspector General NCO. The Critical Developmental Assignments for a SFC is Evidence Custodian, Protective Service NCO, Operations NCO, and Criminal Intel NCO.

MSG: The Broadening Assignments for a MSG are Assistant Inspector General, EO Advisor, and CID Enlisted Development NCO. The Critical Developmental Assignments for a MSG is Detachment Sergeant and Operations Sergeant.



31D (Reserve Component)

TRAINING

Most qualified looks like:

SSG: ALC, EJPME I, Protective Services Training

SFC: SLC, EJPME II, Crime and Criminal Analyst Course

MSG: MLC, EJPME II, Law Enforcement Senior Leaders Course

Highly Qualified looks like:

SSG: ALC, Domestic Violence Intervention Training

SFC: SLC, Child Abuse Prevention Investigative Techniques

MSG: MLC, Advanced Crime Scene Investigation Techniques Course

OTHER INDICATORS

Most qualified looks like:

SSG: Expert Soldier Badge, Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Order of the Marechaussee

SFC: Expert Soldier Badge, Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Order of the Marechaussee

MSG: Expert Soldier Badge, Audie Murphy/SGT Morales member, NCO of the Year/Quarter, Instructor Badge (Basic/Senior/Master), Order of the Marechaussee