



# CMF 18 Talent Development Model



Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b>	18B/C/D/E30 JUNIOR ON SFOD-A			18B/C/D/E/F40 SENIOR ON SFOD-A			SFOD-AE/G TM SGT			SPECIAL FORCES COMPANY/SQUADRON SERGEANT MAJOR FOR A TACTICAL UNIT			BN CSM, GROUP CSM, GO LEVEL (00Z) CSM		
<b>Military/Civilian Education</b>	BLC	ALC	SLC			MLC			USASMA/JSOFSEA			NOM			
	60+ semester Hour Goal			90+ Semester Hour Goal											
<b>Broadening Opportunities</b>	<b>Nominative:</b> Recruiter, Drill Sergeant <b>Mission Critical:</b> SFOD-B Assistant OPS SGT <b>Mission Essential:</b> All other SSG Positions not perviously listed			<b>Nominative:</b> SFOD-AE/G or SMU TM SGT, SF Proponent Personnel Career Manager, HRC Career Management NCO, Any SFC filling a nominative or mission critical MSG billet <b>Mission Critical:</b> Team NCOIC at Robin Sage, MOS, SUT, or SFAS, NCOA Senior Instructor Writer, Any SFC filling a SFOD-B/F/H OPs SGT <b>Mission Essential:</b> All other SFC Positions not perviously listed			<b>Nominative:</b> SF Proponent Personnel SR Career Manager, HRC Senior Talent Management NCO, A/4/1 SWTG(A), HHC 1SG at SFG(A), USASOC, 1st SFC(A), or USAJFKSWCS, 18A Cheif Instructor, NCOA 1SG, S3 Operations SFG at SFG(A); or any MSG filling a nominative or mission critical SGM billet. <b>Mission Critical:</b> All other 1SG Positions, TSOC J3 Operations SGT, SFAS, SFPC, or Any Phase of SFQC Chief Instructor/Writer, Any NCOA Chief Instructor/Writer, Any MOS, SQI, or ASI producing Chief Instructor/Writer, BN S3 Operations SGT at SFG(A) <b>Mission Essential:</b> All other SSG Positions not perviously listed			<b>Nominative:</b> G3 SGM at USASOC, USAJFKSWCS, or 1st SFC(A) G3 SGM, SF Proponent SGM, Group S3 SGM at Special Forces Group or Special Warfare Training Group, HRC TADD ARSOF Division SGM, USASOC Force Modernization Center (UFMC) SGM, J3 SGM at TSOC, GX Directorate SGM (formerly OSW SGM) <b>Mission Critical:</b> Battalion S3 SGM at Special Forces Group, Company SGM at any phase of SFQC, SGM at G8, IG, or SMU <b>Mission Essential:</b> all other MSG Positions not previously listed					
<b>Military Training</b>	Ranger, Special Forces Sniper Course (SFSC, Formerly SOTIC), Special Forces Advanced Reconnaissance, Target Analysis, & Exploitation Course (SFARTAETC), Robotics And Unmanned Systems Integration Course (RUSIC), Special Forces Intelligence Sergeant Course (SFISC), Special Warfare Brighton (ATTC-B), Special Warfare Touchstone (ATTC-T), Summer Mountain Operator Course (SMOC), Winter Mountain Operator Course (Wmoc), Military Free Fall Parachutist Course (MFFPC – Basic), Military Free Fall Jumpmaster (MFFJM), Advanced Tactical Infiltration Course (ATIC), Advanced Military Free Fall (MFF Instructor Course), Combat Dive Qualification Course (CDQC), Combat Dive Medical Technician Course, Combat Dive Supervisor Course (DIVE SUPE), Waterborne Infiltration Course (WIC), Common Faculty Developer Instructor Course (CFDIC), Evaluating Instructor Course (EIC), Advanced Special Operations Techniques Course (ASOT-C), Advanced Special Operations Techniques Manager Course (ASOT-MC), Network Development Course (NDC), Operational Risk Management Course (ORMC), Special Operations Terminal Attack Controller Course (SOTACC), Special Operations Military Deception Planner Course (SOMDPC), Operator Advanced Course (OAC), Technical Exploitation, Advanced Land Navigation Course, SMU Training Course (OTC), Special Operations Forces Multi-Purpose Canine Handler, Special Warfare Training Course (SWTC) □														
<b>Minimum Qualification Maintained</b>	Language Proficiency: Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.									Langauage Proficiency (DLPT/OPI) No Requirement					
	PHYSICAL FITNESS: Must pass the ACFT with a total score of 360 or be on a current profile. Must meet Height and Weight IAW AR 600-9 or score 540 points or more with 80 points in each event IAW Army Directive 2023-08 modification to AR 600-9.														





**DA Pam 600-25**  
**NCO Professional Development**  
**SSG Evaluation Board**  
**(SSG to SFC)**  
**Board Brief**



# MOS DESCRIPTION



## **18B3:**

The Special Forces Weapons Sergeant employs and maintains U.S. and foreign small arms, light and heavy crew-served direct and indirect weapons, anti-aircraft, and anti-armor weapons.

## **18C3:**

The Special Forces Engineer Sergeant employs offensive/defensive combat engineer capabilities.

## **18D3:**

The Special Forces Medical Sergeant trains and maintains proficiency serving as a non-physician medical provider independent of a medical officer, provides life-saving care for multi-system trauma patients and treats life threatening acute illnesses.

## **18E3:**

The Special Forces Communications Sergeant provides conventional and unconventional tactical communications support during unilateral, combined, coalition, joint, interagency and multinational operations.



# KEY DEVELOPMENT



**Key Development:** CMF18 Staff Sergeants are considered minimally MOS Qualified (MMQ) and eligible to be awarded PDPC-ASI “6H” with a total of 24 months on an SFOD-A. Only service as a SSG will be counted towards the 24-month requirement.

## **Post Key Development Assignments:**

**Nominative** – These positions should be filled by the best and top tier of Special Forces NCOs within the Regiment. The positions require packet submissions that demonstrate the Soldier’s ability to consistently perform at the highest levels and assignment to these is approved by SF Group or higher CSMs.

**Mission Critical** – These positions should be filled from the top 24% of Special Forces NCOs within the Regiment. These positions are key leadership positions that are required to conduct force generation and advanced training.

**Mission Essential** – These positions are required to conduct force generation, advanced training, and other staff functions.



# MOST QUALIFIED



## **LEADERSHIP POSITIONS:**

The MQ SSG should possess PDPC-ASI “6H.” Should have pattern of **superior** performance and potential by the Senior Rater. Must have 24 months as a SFOD-A; and rated time in a nominative position.

## **NOMINATIVE ASSIGNMENTS:**

1. SORB Recruiter
2. Drill Sergeant

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 560 on ACFT.

**MILITARY EDUCATION:** Must be an ALC Graduate. Special consideration for Ranger qualified. Must have one or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 60 credit hours or a trade skill certificate.

**JUMPMASER:** Special Consideration for Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# HIGHLY QUALIFIED



## **LEADERSHIP POSITIONS:**

The HQ SSG should possess PDPC-ASI "6H." Should have pattern of ***outstanding*** performance and potential by the Senior Rater.

## **MISSION CRITICAL ASSIGNMENTS:**

1. SFOD-B Assistant Operations SGT

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 540 on ACFT

**MILITARY EDUCATION:** Must be an ALC Graduate. Special consideration for Ranger qualified. Must have one or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 60 credit hours or a trade skill certificate.

**JUMPMASTER:** Special Consideration for Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# FULLY QUALIFIED



**LEADERSHIP**: Must be serving in an authorized CMF 18 billet. Must meet criteria as outlined in corresponding FY HRC MILPER SSG Evaluation Board Announcement Message.

**PHYSICAL FITNESS**: Must pass the ACFT with a total score of 360 or be on a current profile. Must meet Height and Weight IAW AR 600-9 or score 540 points or more with 80 points in each event IAW Army Directive 2023-08 modification to AR 600-9.

**MILITARY EDUCATION**: N/A





# NOT FULLY QUALIFIED



All CMF 18 Service Members will be Fully Qualified at minimum, unless they have received one of the following in the last 12 months in current grade:

1. General Officer Memorandum of Reprimand (GOMAR)
2. Relief for Cause NCOER
3. Annotation of “Did Not Meet Standard” in Part IV (Performance Evaluation, Professionalism, Attributes, and Competencies), block c (Character)
4. Annotation of “Not Qualified” in Part V (Senior Rater Overall Potential), block a (Rated Noncommissioned Officer’s Potential)



# ADVANCED SKILLS



***NOTE: SPECIAL CONSIDERATION FOR SKILLS WITH A SUPERVISORY ROLE (e.g. SF INTEL, MFFJM, DIVE SUPE, SOTACC, EIC, ASOT-MC, etc.)***

RANGER
SPECIAL FORCES SNIPER COURSE (SFSC, Formerly SOTIC)
SPECIAL FORCES ADVANCED RECONNAISSANCE, TARGET ANALYSIS, & EXPLOITATION COURSE (SFARTAETC)
ROBOTICS AND UNMANNED SYSTEMS INTEGRATION COURSE (RUSIC)
SPECIAL FORCES INTELLIGENCE SERGEANT COURSE (SFISC)
SPECIAL WARFARE BRIGHTON (ATTC-B)
SPECIAL WARFARE TOUCHSTONE (ATTC-T)
SUMMER MOUNTAIN OPERATOR COURSE (SMOC)
WINTER MOUNTAIN OPERATOR COURSE (WMOC)
MILITARY FREE FALL PARACHUTIST COURSE (MFFPC – Basic)
MILITARY FREE FALL JUMPMaster (MFFJM)
ADVANCED TACTICAL INFILTRATION COURSE (ATIC)
ADVANCED MILITARY FREE FALL (MFF Instructor Course)
COMBAT DIVE QUALIFICATION COURSE (CDQC)
COMBAT DIVE MEDICAL TECHNICIAN COURSE
COMBAT DIVE SUPERVISOR COURSE (DIVE SUPE)

WATERBORNE INFILTRATION COURSE (WIC)
COMMON FACULTY DEVELOPER INSTRUCTOR COURSE (CFDIC)
EVALUATING INSTRUCTOR COURSE (EIC)
ADVANCED SPECIAL OPERATIONS TECHNIQUES COURSE (ASOT-C)
ADVANCED SPECIAL OPERATIONS TECHNIQUES MANAGER COURSE (ASOT-MC)
NETWORK DEVELOPMENT COURSE (NDC)
OPERATIONAL RISK MANAGEMENT COURSE (ORMC)
SPECIAL OPERATIONS TERMINAL ATTACK CONTROLLER COURSE (SOTACC)
SPECIAL OPERATIONS MILITARY DECEPTION PLANNER COURSE (SOMDPC)
OPERATOR ADVANCED COURSE (OAC)
TECHNICAL EXPLOITATION
ADVANCED LAND NAVIGATION COURSE
SMU TRAINING COURSE (OTC)
SPECIAL OPERATIONS FORCES MULTI-PURPOSE CANINE HANDLER
SPECIAL WARFARE TRAINING COURSE (SWTC)



**DA Pam 600-25**  
**NCO Professional Development**  
**SFC Evaluation Board**  
**(SFC to MSG)**  
**Board Brief**



U.S. ARMY

# MOS DESCRIPTION



## **18B4:**

The Special Forces Weapons Sergeant employs and maintains U.S. and foreign small arms, light and heavy crew-served direct and indirect weapons, anti-aircraft, and anti-armor weapons.

## **18C4:**

The Special Forces Engineer Sergeant employs offensive/defensive combat engineer capabilities.

## **18D4:**

The Special Forces Medical Sergeant trains and maintains proficiency serving as a non-physician medical provider independent of a medical officer, provides life-saving care for multi-system trauma patients and treats life threatening acute illnesses.

## **18E4:**

The Special Forces Communications Sergeant provides conventional and unconventional tactical communications support during unilateral, combined, coalition, joint, interagency and multinational operations.

## **18F4:**

The Special Forces Intelligence Sergeant prepares intelligence estimate (analysis) during mission planning and preparation (isolation).



# KEY DEVELOPMENT



**Key Development:** CMF18 Sergeants First Class are considered minimally MOS Qualified (MMQ) and eligible to be awarded PDPC-ASI “7H” with a total 24 months on a SFOD-A/E/G, SMU, or SWCS SR INSTR/WTR. Only service as a SFC will be counted towards the 24-month requirement.

## **Post Key Development Assignments:**

**Nominative** – These positions should be filled by the best and top tier of Special Forces NCOs within the Regiment. The positions require packet submissions that demonstrate the Soldier’s ability to consistently perform at the highest levels and assignment to these is approved by SF Group or higher CSMs.

**Mission Critical** – These positions should be filled from the top 24% of Special Forces NCOs within the Regiment. These positions are key leadership positions that are required to conduct force generation and advanced training.

**Mission Essential** – These positions are required to conduct force generation, advanced training, and other staff functions.



# MOST QUALIFIED



## **LEADERSHIP POSITIONS:**

The MQ SFC should possess PDPC-ASI "7H." Should have pattern of *superior* performance and potential by the Senior Rater. The MQ SFC should have 48 months of collective time on a SFOD-A/E/G, or SMU; and rated time in a nominative position.

## **NOMINATIVE ASSIGNMENTS:**

1. SFOD-A/E/G or SMU Team Sergeant
2. Special Forces Proponent Personnel Career Manager
3. Human Resources Command (HRC) Career Management NCO
4. Any SFC filling a nominative or mission critical MSG billet

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 560 on ACFT.

**MILITARY EDUCATION:** Must be a SLC Graduate. Must have two or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours or a trade skill certificate.

**JUMPMASTER:** Must be a Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# HIGHLY QUALIFIED



## **LEADERSHIP POSITIONS:**

The HQ SFC should possess PDPC-ASI "7H." Should have pattern of **outstanding** performance and potential by the Senior Rater. The HQ SFC should have 36 months of collective time on an SFOD-A/E/G or SMU, and rated time in a mission critical position.

Special Consideration for SFCs who consistently far exceed the standard while assigned to Special Operations Recruiting Battalion (SORB).

## **MISSION CRITICAL ASSIGNMENTS:**

1. Team NCOIC at Robin Sage, MOS, SUT, or SFAS
2. NCOA Senior Instructor/Writer
3. Any SFC filling a SFOD-B/F/H Operations Sergeant

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 540 on ACFT

**MILITARY EDUCATION:** Must be a SLC Graduate. Must have two or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours or a trade skill certificate.

**JUMPMASTER:** Must be a Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# FULLY QUALIFIED



**LEADERSHIP**: Must be serving in an authorized CMF 18 billet. Must meet criteria as outlined in corresponding FY HRC MILPER SFC Evaluation Board Announcement Message.

**PHYSICAL FITNESS**: Must pass the ACFT with a total score of 360 or be on a current profile. Must meet Height and Weight IAW AR 600-9 or score 540 points or more with 80 points in each event IAW Army Directive 2023-08 modification to AR 600-9.

**MILITARY EDUCATION**: N/A





# NOT FULLY QUALIFIED



All CMF 18 Service Members will be Fully Qualified at minimum, unless they have received one of the following in the last 12 months in current grade:

1. General Officer Memorandum of Reprimand (GOMAR)
2. Relief for Cause NCOER
3. Annotation of “Did Not Meet Standard” in Part IV (Performance Evaluation, Professionalism, Attributes, and Competencies), block c (Character)
4. Annotation of “Not Qualified” in Part V (Senior Rater Overall Potential), block a (Rated Noncommissioned Officer’s Potential)



# ADVANCED SKILLS



***NOTE: SPECIAL CONSIDERATION FOR SKILLS WITH A SUPERVISORY ROLE  
(e.g. SF INTEL, MFFJM, DIVE SUPE, SOTACC, EIC, ASOT-MC, etc.)***

RANGER
SPECIAL FORCES SNIPER COURSE (SFSC, Formerly SOTIC)
SPECIAL FORCES ADVANCED RECONNAISSANCE, TARGET ANALYSIS, & EXPLOITATION COURSE (SFARTAETC)
ROBOTICS AND UNMANNED SYSTEMS INTEGRATION COURSE (RUSIC)
SPECIAL FORCES INTELLIGENCE SERGEANT COURSE (SFISC)
SPECIAL WARFARE BRIGHTON (ATTC-B)
SPECIAL WARFARE TOUCHSTONE (ATTC-T)
SUMMER MOUNTAIN OPERATOR COURSE (SMOC)
WINTER MOUNTAIN OPERATOR COURSE (WMOC)
MILITARY FREE FALL PARACHUTIST COURSE (MFFPC – Basic)
MILITARY FREE FALL JUMPMASER (MFFJM)
ADVANCED TACTICAL INFILTRATION COURSE (ATIC)
ADVANCED MILITARY FREE FALL (MFF Instructor Course)
COMBAT DIVE QUALIFICATION COURSE (CDQC)
COMBAT DIVE MEDICAL TECHNICIAN COURSE
COMBAT DIVE SUPERVISOR COURSE (DIVE SUPE)

WATERBORNE INFILTRATION COURSE (WIC)
COMMON FACULTY DEVELOPER INSTRUCTOR COURSE (CFDIC)
EVALUATING INSTRUCTOR COURSE (EIC)
ADVANCED SPECIAL OPERATIONS TECHNIQUES COURSE (ASOT-C)
ADVANCED SPECIAL OPERATIONS TECHNIQUES MANAGER COURSE (ASOT-MC)
NETWORK DEVELOPMENT COURSE (NDC)
OPERATIONAL RISK MANAGEMENT COURSE (ORMC)
SPECIAL OPERATIONS TERMINAL ATTACK CONTROLLER COURSE (SOTACC)
SPECIAL OPERATIONS MILITARY DECEPTION PLANNER COURSE (SOMDPC)
OPERATOR ADVANCED COURSE (OAC)
TECHNICAL EXPLOITATION
ADVANCED LAND NAVIGATION COURSE
SMU TRAINING COURSE (OTC)
SPECIAL OPERATIONS FORCES MULTI-PURPOSE CANINE HANDLER
SPECIAL WARFARE TRAINING COURSE (SWTC)



**DA PAM 600-25**  
**NCO Professional Development**  
**MSG Evaluation Board**  
**(MSG to SGM)**  
**Board Brief**



# MOS DESCRIPTION



**MOS 18Z5 (MSG) – Special Forces Team Sergeant** is the senior NCO of the SFOD-A, SFOD-E, SFOD-G, or SMU and is responsible for all administrative, operational, and training requirements of the detachment in peacetime and war; supervises all aspects of mission preparation (isolation) and execution. CMF 18 MSGs are the “Subject Matter Experts (SME)” and “Master Trainers” in ARSOF, capable of planning and executing conventional and unconventional combat operations across the spectrum of conflict in support of theatre level objectives in a unilateral, joint, interagency, multinational, combined, or coalition environment.



# KEY DEVELOPMENT



**Key Development:** CMF 18 Master Sergeants are considered minimally MOS Qualified (MMQ) and eligible to be awarded PDPC-ASI “8H” with a total of **24 months as a Team Sergeant on a SFOD-A/E/G, or SMU**. 12 months must be served as a MSG.

***NOTE:** While NCOs who have served as a SFOD-A/E/G or SMU Team Sergeant as a SFC have demonstrated progression ahead of their peers, up to one year of SFC Team Sergeant time can be considered as Key Developmental time. Example: A NCO served 10 months as a SFC Team Sergeant and promotes to MSG. The NCO must complete an additional 14 months as a Team Sergeant to be awarded the PDPC-ASI “8H” and be considered Key Development complete.*

## **Post Key Development Assignments:**

**Nominative** – These positions should be filled by the best and top tier of Special Forces NCOs within the Regiment. The positions require packet submissions that demonstrate the Soldier’s ability to consistently perform at the highest levels and assignment to these is approved by SF Group or higher CSMs.

**Mission Critical** – These positions should be filled from the top 24% of Special Forces NCOs within the Regiment. These positions are key leadership positions that are required to conduct force generation and advanced training.

**Mission Essential** – These positions are required to conduct force generation, advanced training, and other staff functions.



# MOST QUALIFIED



## **LEADERSHIP POSITIONS:**

The MQ MSG should possess PDPC-ASI "8H." Should have pattern of **superior** performance and potential by the Senior Rater. Must have 24 months as a SFOD-A/E/G or SMU Team Sergeant; and rated time in a nominative position.

## **NOMINATIVE ASSIGNMENTS:**

1. Special Forces Proponent Personnel Senior Career Manager
2. Human Resources Command (HRC) Senior Talent Management NCO
3. A/4/1 SWTG(A) 1SG (Student Company)
4. HHC 1SG at SFG(A), USASOC, 1st SFC (A), or USAJFKSWCS
5. 18A Chief Instructor
6. NCOA 1SG
7. S3 Operations SFG at SFG(A); or any MSG filling a nominative or mission critical SGM billet.

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 560 on ACFT.

**MILITARY EDUCATION:** Must be a MLC Graduate. Must have two or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours or a trade skill certificate.

**JUMPMASTER:** Must be a Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# HIGHLY QUALIFIED



## **LEADERSHIP POSITIONS:**

The HQ MSG should possess PDPC-ASI "8H." Should have pattern of **outstanding** performance and potential by the Senior Rater. The HQ MSG should meet one of the following criteria:

1. 24 months as a SFOD-A/E/G or SMU Team Sergeant; and rated time in a mission critical position  
or
2. 36 months as a SFOD-A/E/G or SMU Team Sergeant.

## **MISSION CRITICAL ASSIGNMENTS:**

1. All other 1SG Positions
2. TSOC J3 Operations SGT
3. SFAS, SFPC, or Any Phase of SFQC Chief Instructor/Writer
4. Any NCOA Chief Instructor/Writer
5. Any MOS, SQI, or ASI producing Chief Instructor/Writer
6. BN S3 Operations SGT at SFG(A)

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 540 on ACFT

**MILITARY EDUCATION:** Must be a MLC Graduate. Must have two or more advanced skills

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours or a trade skill certificate.

**JUMPMASTER:** Must be a Jumpmaster.

**LANGUAGE:** Must be current. Should have 1+/1+ (Reading/Listening) on DLPT, or 1+ (Speaking) on OPI.



# FULLY QUALIFIED



**LEADERSHIP**: Must be serving in an authorized CMF 18 billet. Must meet criteria as outlined in corresponding FY HRC MILPER MSG Evaluation Board Announcement Message.

**PHYSICAL FITNESS**: Must pass the ACFT with a total score of 360 or be on a current profile. Must meet Height and Weight IAW AR 600-9 or score 540 points or more with 80 points in each event IAW Army Directive 2023-08 modification to AR 600-9.

**MILITARY EDUCATION**: Must be a Master Leader Course Graduate for Sergeants Major Academy selection.





# NOT FULLY QUALIFIED



All CMF 18 Service Members will be Fully Qualified at minimum, unless they have received one of the following in the last 12 months in current grade:

1. General Officer Memorandum of Reprimand (GOMAR)
2. Relief for Cause NCOER
3. Annotation of “Did Not Meet Standard” in Part IV (Performance Evaluation, Professionalism, Attributes, and Competencies), block c (Character)
4. Annotation of “Not Qualified” in Part V (Senior Rater Overall Potential), block a (Rated Noncommissioned Officer’s Potential)



# ADVANCED SKILLS



***NOTE: SPECIAL CONSIDERATION FOR SKILLS WITH A SUPERVISORY ROLE  
(e.g. SF INTEL, MFFJM, DIVE SUPE, SOTACC, EIC, ASOT-MC, etc.)***

RANGER
SPECIAL FORCES SNIPER COURSE (SFSC, Formerly SOTIC)
SPECIAL FORCES ADVANCED RECONNAISSANCE, TARGET ANALYSIS, & EXPLOITATION COURSE (SFARTAETC)
ROBOTICS AND UNMANNED SYSTEMS INTEGRATION COURSE (RUSIC)
SPECIAL FORCES INTELLIGENCE SERGEANT COURSE (SFISC)
SPECIAL WARFARE BRIGHTON (ATTC-B)
SPECIAL WARFARE TOUCHSTONE (ATTC-T)
SUMMER MOUNTAIN OPERATOR COURSE (SMOC)
WINTER MOUNTAIN OPERATOR COURSE (WMOC)
MILITARY FREE FALL PARACHUTIST COURSE (MFFPC – Basic)
MILITARY FREE FALL JUMPMASER (MFFJM)
ADVANCED TACTICAL INFILTRATION COURSE (ATIC)
ADVANCED MILITARY FREE FALL (MFF Instructor Course)
COMBAT DIVE QUALIFICATION COURSE (CDQC)
COMBAT DIVE MEDICAL TECHNICIAN COURSE
COMBAT DIVE SUPERVISOR COURSE (DIVE SUPE)

WATERBORNE INFILTRATION COURSE (WIC)
COMMON FACULTY DEVELOPER INSTRUCTOR COURSE (CFDIC)
EVALUATING INSTRUCTOR COURSE (EIC)
ADVANCED SPECIAL OPERATIONS TECHNIQUES COURSE (ASOT-C)
ADVANCED SPECIAL OPERATIONS TECHNIQUES MANAGER COURSE (ASOT-MC)
NETWORK DEVELOPMENT COURSE (NDC)
OPERATIONAL RISK MANAGEMENT COURSE (ORMC)
SPECIAL OPERATIONS TERMINAL ATTACK CONTROLLER COURSE (SOTACC)
SPECIAL OPERATIONS MILITARY DECEPTION PLANNER COURSE (SOMDPC)
OPERATOR ADVANCED COURSE (OAC)
TECHNICAL EXPLOITATION
ADVANCED LAND NAVIGATION COURSE
SMU TRAINING COURSE (OTC)
SPECIAL OPERATIONS FORCES MULTI-PURPOSE CANINE HANDLER
SPECIAL WARFARE TRAINING COURSE (SWTC)



**DA PAM 600-25**  
**NCO Professional Development**  
**SGM Evaluation Board**  
**(SGM to CSM)**  
**Board Brief**



# MOS DESCRIPTION



**MOS 18Z6 (SGM) – Special Forces Operations Sergeant** is the senior Non-Commissioned Officer of a Special Forces Company (O-4 level of command) or serves as an Operations Sergeant at the various levels of command from the battalion level through various senior level headquarters. Additionally, Special Forces SGMs can serve in a variety of key positions that require senior NCO experience. In the role of a Special Forces Company SGM, the Soldier is the primary advisor to the commander on all matters pertaining to enlisted personnel, individual training, and advance skills training. This Soldier provides vast experience and knowledge to the commander regarding Soldier equipment and experience in combat operations. The SGM enforces the implementation of established policies and standards on the performance, training, appearance, and conduct of enlisted personnel within the command. The SGM provides counsel and guidance to the NCOs within their company. In other roles as an Operations SGM, they fill a key staff role within the commands managing the daily activities and operations for the headquarters he is assigned. They also coordinate and oversee the daily activities of a deployed Joint Operations Center (JOC). They provide seasoned experience in all aspects of Special Force's missions and operations to the staff.



# KEY DEVELOPMENT



**Key Development:** 12 months as a Company SGM and awarded PDSI “D5G.”

## **Post Key Development Assignments:**

**Nominative** – These positions should be filled by the best and top tier of Special Forces NCOs within the Regiment. The positions require packet submissions that demonstrate the Soldier’s ability to consistently perform at the highest levels and assignment to these is approved by SF Group or higher CSMs.

**Mission Critical** – These positions should be filled from the top 24% of Special Forces NCOs within the Regiment. These positions are key leadership positions that are required to conduct force generation and advanced training.

**Mission Essential** – These positions are required to conduct force generation, advanced training, and other staff functions.



# MOST QUALIFIED



## **LEADERSHIP POSITIONS:**

The MQ SGM must have 12 months as a Company SGM at a Special Forces Group or SMU, and additional rated time in a nominative position. Should have pattern of *superior* performance and potential by the Senior Rater.

## **NOMINATIVE ASSIGNMENTS:**

1. G3 SGM at USASOC, USAJFKSWCS, or 1st SFC(A) G3 SGM
2. SF Proponent SGM
3. Group S3 SGM at Special Forces Group or Special Warfare Training Group
4. HRC TADD ARSOF Division SGM
5. USASOC Force Modernization Center (UFMC) SGM
6. J3 SGM at TSOC
7. GX Directorate SGM (formerly OSW SGM)

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 560 on ACFT.

**MILITARY EDUCATION:** Must be a United States Army Sergeants Major Academy (USASMA) or Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) Graduate

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours, bachelor's degree, or a trade skill certificate.

**JUMPMASTER:** Must be a Jumpmaster.

**LANGUAGE:** No language requirement.



# HIGHLY QUALIFIED



## **LEADERSHIP POSITIONS:**

The HQ SGM must have PDSI “D5G”, and additional rated time in a mission critical position. Should have pattern of ***outstanding*** performance and potential by the Senior Rater.

## **MISSION CRITICAL ASSIGNMENTS:**

1. Battalion S3 SGM at Special Forces Group
2. Company SGM at any phase of SFQC
3. SGM at G8, IG, or SMU

**PHYSICAL FITNESS:** Must meet Height and Weight IAW AR 600-9. Must score minimum of 540 on ACFT.

**MILITARY EDUCATION:** Must be a United States Army Sergeants Major Academy (USASMA) or Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) Graduate

**CIVILIAN EDUCATION:** Special Consideration should be given to those who have earned 90 credit hours, associate’s degree, or a trade skill certificate.

**JUMPMASER:** Must be a Jumpmaster.

**LANGUAGE:** No language requirement.



# FULLY QUALIFIED



**LEADERSHIP**: Must be serving in an authorized CMF 18 billet. Must meet criteria as outlined in corresponding FY HRC MILPER SGM Evaluation Board Announcement Message.

**PHYSICAL FITNESS**: Must pass the ACFT with a total score of 360 or be on a current profile. Must meet Height and Weight IAW AR 600-9 or score 540 points or more with 80 points in each event IAW Army Directive 2023-08 modification to AR 600-9.

**MILITARY EDUCATION**: Must be a United States Army Sergeants Major Academy (USASMA) or Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA) Graduate





# NOT FULLY QUALIFIED



All CMF 18 Service Members will be Fully Qualified at minimum, unless they have received one of the following in the last 12 months in current grade:

1. General Officer Memorandum of Reprimand (GOMAR)
2. Relief for Cause NCOER
3. Annotation of “Did Not Meet Standard” in Part IV (Performance Evaluation, Professionalism, Attributes, and Competencies), block c (Character)
4. Annotation of “Not Qualified” in Part V (Senior Rater Overall Potential), block a (Rated Noncommissioned Officer’s Potential)



# PDPC-ASI



ASIs / Professional Development Proficiency Codes (PDPCs) associated with  
CMF 18 SGM/CSM:

6C	Battalion Level Command Sergeant Major (CSM) Experience
6K	Initial Level Sergeant Major (SGM) Key Billet Experience
6P	Post Battalion Level Command Sergeant Major (CSM) Experience
6S	Initial Level Sergeant Major (SGM) Experience
6U	Post Battalion Level Sergeant Major (SGM) Broadening Experience
6X	Post Brigade Level Sergeant Major (SGM) Broadening Experience
7C	Brigade Level Command Sergeant Major (CSM) Experience
7K	Primary Level Sergeant Major (SGM) Key Billet Experience (CSL)
7P	Post Brigade Level Command Sergeant Major (CSM) Experience
7S	Primary Level Sergeant Major (SGM) Experience
7X	Post Primary Level Sergeant Major (SGM) Broadening Experience