

## Ordnance Branch

### 13. Introduction to the Ordnance Branch (OD)

a. *Purpose.* The Ordnance Corps provides superior combat power to the U.S. Army by supporting the development, production, acquisition, and sustainment of equipment, including weapons systems and munitions, and provides explosive ordnance disposal (EOD) capabilities during peace and war.

b. *Mission.* The Ordnance Corps mission is to provide munitions, maintenance, and EOD support to generate and maintain combat power and provide protection to Army, joint, intergovernmental, interagency, and multinational forces. This support spans the entirety of operations, from inception to completion. The Ordnance Corps is the third largest branch in the Army, with one officer AOC, 11 warrant officer MOSs, and 30 enlisted MOSs. There are Ordnance Soldiers assigned to every unit in the Army.

c. *Proponent information.* The Chief of Ordnance is the branch proponent for the Ordnance branch. The Ordnance Personnel Development Office is responsible for the eight life-cycle management functions within the Army's personnel development system for all Ordnance officers, warrant officers, Soldiers, and related civilian occupational series, including structure, acquisition, distribution, development, deployment, compensation, sustainment, and transition. Contact the Ordnance Personnel Development Office at the U.S. Army Ordnance School, 2221 Adams Ave, Bldg. 5020, Fort Gregg-Adams, VA, 23801. The official Ordnance website is [www.goordnance.army.mil](http://www.goordnance.army.mil).

d. *Functions.* The Ordnance Corps has four functions: maintenance, munitions, explosive ordnance disposal (EOD), and explosive safety. Each function is critical in ensuring operational commanders and forces have the required combat power to accomplish missions. These functions provide equipment serviceability, munitions availability, readiness, and protection that directly support the execution of Multi-Domain Operations (MDO).

e. *History and background.* The Ordnance Corps has a proud tradition dating back to colonial America. In 1629, Samuel Sharpe was appointed as the first Master Gunner of Ordnance for the Massachusetts Bay Colony. The American Revolution established the general outlines of the future Ordnance Department. During the war, Colonel Benjamin Flower and Mr Ezekiel Cheever provided ordnance support in manufacturing arms and equipment and supplied support to the army in the field. During the War of 1812, the Secretary of War recognized the need for a distinct branch to manage the procurement, research, and maintenance of ordnance materiel. On May 14, 1812, Congress officially established the Ordnance Department and appointed Colonel Decius Wadsworth as the first Chief of Ordnance.

### 14. Ordnance Officer Characteristics Required

a. *Unique knowledge and skills of all Ordnance officers.* All Ordnance officers must be support-focused, skilled at building relationships, and able to connect with others directly. They are subject matter experts who advise commanders and units on sustainment operations in complex operating environments. Most importantly, all Ordnance officers must be mission-focused because sustainment must enable freedom of action for the commander, extending operational reach and prolonging endurance. Ordnance officers are directly responsible for building and maintaining the Army's combat power through the dynamic leadership of multiple enlisted and warrant officer occupations. All Ordnance officers must be fit, able leaders and managers who can develop tasks, establish priorities, and utilize processes, creativity, and initiative to achieve desired outcomes. Leadership in materiel maintenance and ammunition management processes requires officers to use logic and analytical skills to solve problems and precisely communicate solutions. The Ordnance branch values officers with a wide variety of academic backgrounds. However, domain-specific disciplines provide additional expertise and align with the military's logistics management system. Ordnance/Logistics officers are offered opportunities to compete for Training with Industry (TWI) and Advanced Civil Schooling (ACS) in business management, logistics, and supply chain management. The Storyboard below depicts the Knowledge, Skills, and Behaviors (KSBs) and Talent Priorities of EOD officers within the OD Corps. All other OD Officers will refer to DA PAM 600-3 – Logistics.

**Ordinance Figure 1. Explosive Ordnance Disposal (EOD) Officer Storyboard.**

|  |                              |                            |                       |                          |
|--|------------------------------|----------------------------|-----------------------|--------------------------|
| <b>INTELLIGENCES:</b> Bodily-Kinesthetic, Interpersonal, Spatial   |                              |                            |                       |                          |
| <b>SKILLS:</b> The Explosive Ordnance Disposal (EOD) career field is an all-volunteer force designed to detect, locate, assess, identify, diagnose, render safe, collect, and dispose of explosive threats to include conventional munitions, improvised explosive devices, and weapons of mass destruction. EOD Officers need to operate confidently with detailed accuracy under stressful conditions, work calmly under pressure, maintain flexibility in dynamic operational environments, and be prudent risk takers. They must be effective communicators with an aptitude for planning and organizing various EOD operations in support of military units worldwide (to include partner forces), US law enforcement officials and civil authorities, US Secret Service and Department of State with VIP protection details, and across all multi-domain operational environments. |                              |                            |                       |                          |
| <b>KNOWLEDGE:</b> The Explosive Ordnance Disposal career field values Officers with academic backgrounds from a wide variety of disciplines and majors. However, the domain-specific disciplines listed below provide Officers with expertise closely aligned with executing dynamic EOD mission requirements and operations.  |                              |                            |                       |                          |
| > <b>RELEVANT EDUCATION:</b> Applied Sciences & Engineering; Business Management; Chemical Engineering; Defense and Strategic Studies; Disaster Management; Electrical Engineering; Forensic Sciences; Hazardous Materials Management; Homeland Security and Counter Terrorism; Industrial Engineering; Mechanical Engineering; Nuclear Engineering; (not all inclusive).<br>> <b>RELEVANT TRAINING / EXPERIENCE:</b> Cadet Leadership Roles; EOD Cadet Troop Leadership Training (CTLT); Internships with Research/Government Agencies; Industry Accreditations for Electronics, Project Management, Safety/Emergency Management.   |                              |                            |                       |                          |
| <b>BEHAVIORS:</b> (In addition to foundational)  |                              |                            |                       |                          |
| > <b>AMBITIOUS</b>   | > <b>CONFIDENT</b>           | > <b>EMPATHETIC</b>        | > <b>INTELLECTUAL</b> | > <b>PROBLEM SOLVING</b> |
| > <b>AWARE</b>   | > <b>COOPERATIVE</b>         | > <b>FIT (MENTAL/PHYS)</b> | > <b>CURIOSITY</b>    | > <b>RESILIENT</b>       |
| > <b>BOLD</b>  | > <b>CRITICALLY THINKING</b> | > <b>FLEXIBLE</b>          | > <b>MOTIVATING</b>   | > <b>RESPONSIBLE</b>     |
| > <b>CHARISMATIC</b>   | > <b>DETAIL FOCUSED</b>      | > <b>INITIATIVE</b>        | > <b>PERCEPTIVE</b>   | > <b>STRESS TOLERANT</b> |
| > <b>COLLABORATIVE</b>   | > <b>DETERMINED/GRIT</b>     | > <b>INNOVATIVE</b>        | > <b>PRECISE</b>      |                          |
| <b>TALENT PRIORITIES:</b>  |                              |                            |                       |                          |
| 1. <b>PROBLEM SOLVER:</b> Able to choose between best practices and unorthodox approaches to reach a solution.   |                              |                            |                       |                          |
| 2. <b>PRUDENT RISK TAKER:</b> Acts boldly yet maintains appropriate focus upon personnel, Soldier, and unit safety.  |                              |                            |                       |                          |
| 3. <b>LOGICAL / ANALYTICAL:</b> Uses reason and thinks in terms of cause and effect. Able to deconstruct and solve complex problems.   |                              |                            |                       |                          |
| 4. <b>DETAIL FOCUSED:</b> Thorough, perceptive, and precise in all matters. Possesses a keen eye – notices everything.   |                              |                            |                       |                          |
| 5. <b>MENTALLY TOUGH:</b> Stress tolerant and emotionally mature. Performs well even under extreme psychological stress.   |                              |                            |                       |                          |

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b. *EOD Officer (AOC 89E)*. As the Army's preeminent tactical and technical explosives specialists, EOD officers need to operate confidently with detailed and disciplined accuracy under stressful conditions, be mentally tough, work calmly under pressure, and be prudent risk-takers. EOD officers are "hands-on" people with technical and mechanical aptitude, acute sensitivity to visual details, and the ability to orient to three dimensions. They provide dynamic leadership to formations of expertly trained EOD Soldiers. EOD officers must be effective communicators with a high aptitude for planning and organizing in support of Army units worldwide, civil authorities, and across all operational environments. Officers are selected for EOD training based on EOD talent demands and specific qualifications in accordance with AR 611-105, Selection, Training, and Suitability for EOD. Eligible EOD candidates must either interview with an EOD Senior NCO or Officer or submit an EOD HireVue application via the appropriate year-group accessions cycle. Following completion of BOLC, they attend tactical and technical training provided by the Army at the Munitions and EOD Training Division (MEODTD) and then the Naval School EOD (NAVSCOLEOD), a Navy-managed command, jointly staffed by Army, Navy, Air Force, and Marine Corps personnel. Officers who graduate from the Naval School and maintain EOD qualifications in accordance with applicable regulations are assigned to a military unit with a Service-defined EOD mission. EOD officers provide a unique and critical service to the Army, unified action partners, and defense support of civil authorities. EOD officers have received specialized training to address explosive ordnance hazards during both peacetime and wartime. EOD officers are trained and equipped to perform EOD-specific procedures on all explosive ordnance, including Improvised Explosive Devices (IED) and Weapons of Mass Destruction (WMD). EOD officers facilitate the development of weapons technical intelligence on captured and recovered explosive ordnance in support of tactics, techniques, and procedure development and targeting. EOD officers plan, develop, and integrate EOD operations in all domains across the range of military operations in support of conventional and special operations forces. Additionally, EOD officers provide support to the U.S. Secret Service and Department of State in the protection of the President, Vice President, and other dignitaries as directed. Upon completion of the EOD Captain's Career Course (EOD-C3), EOD officers become fully qualified Logistics officers capable of serving in Logistics officer (90A) command and staff positions throughout their careers

in addition to OD and EOD positions. Due to their expertise in ammunition, they are uniquely qualified to serve in ammunition positions. To be highly competitive for multifunctional logistics commands and EOD commands, it is important for EOD officers to serve in both areas of expertise.

### 15. Ordnance Officer Development.

a. *Publication Note.* This edition of DA PAM 600-3 – Ordnance was updated to reflect significant changes to the Ordnance Branch for commissioned Officers. At the time of this publication, a Military Occupational Classification Structure change request was approved that combined the accessions of OD, TC, and QM officers into the Logistics Branch (LG, AOC 90A).

(1) The Commanding General of the Combined Arms Support Command (CASCOM) is the branch proponent of the Logistics Branch. The Logistics Proponent Office is a subordinate of the Army Sustainment University at Fort Gregg-Adams, Virginia.

(2) Refer to DA PAM 600-3 – Logistics for information on assignments and development common to all Logistics officers (LG, OD, TC, QM).

(3) See Army Career Tracker (ACT – actnow.army.mil) for the Professional Development Model (PDM) for EOD Officers. This provides a standardized framework and all-inclusive career enhancing information to Officers, leaders, and personnel managers for the professional development of Officers. The PDM builds knowledge through lifelong learning, supported by PME, training, and civilian education. Professional development models are created for each Branch/FA by Branch/FA by the branch proponent.

**Ordnance Figure 2. Explosive Ordnance Disposal (EOD) ACT Career Map.**

|                                     |                                      | LT  | CPT   | MAJ   | LTC  | COL  |
|-------------------------------------|--------------------------------------|---|---|---|--|--|
| OPERATIONAL DOMAIN                  | KEY DEVELOPMENTAL ASSIGNMENTS        | • EOD Platoon Leader  | • EOD Company Commander   | • EOD BN XO<br>• EOD BN Operations Officer<br>• EOD Detachment/ Company Commander - MAJ Authorized  | • BN Commander   | • EOD Group Commander<br>• Brigade Level Strategic Support Commander   |
|                                     | KEY DEVELOPMENTAL ASSIGNMENTS ACTIVE | • EOD Platoon Leader  | • EOD Company Commander   | • EOD BN XO<br>• EOD BN Operations Officer<br>• EOD Detachment / Company Commander  | • EOD BN Commander   | • EOD GP Commander<br>• Brigade Level Strategic Support Commander  |
|                                     | KEY DEVELOPMENTAL ASSIGNMENTS GUARD  |   | • EOD Company Commander   | • EOD BN XO<br>• EOD BN Operations Officer  | • EOD BN Commander   |  |
|                                     | DEVELOPMENT / BROADENING ASSIGNMENTS | • EOD Platoon Leader<br>• BSB Dist CO ATHP Control Officer<br>• EOD Bn Staff<br>• JIM Assignments<br>• MOD Ammo Platoon Leader  | • EOD Company Commander<br>• EOD Bn Staff<br>• CTC Observer/Controller<br>• Ammo Bn Staff<br>• BCT SPO Ammo<br>• CBRNE Op CP Staff<br>• Instructor/Writer<br>• JIM Assignments<br>• MOD Ammo CO | • EOD BN XO<br>• EOD BN Operations Officer<br>• EOD Detachment/Company Commander<br>• Division EOD Officer<br>• EOD Group Staff Officer<br>• CBT/TNG Developer- EOOD<br>• CSB Staff<br>• CTC Observer/Controller<br>• CBRNE EOD Staff Officer<br>• ESC/TSO DMC Ammo<br>• Instructor/Writer<br>• JIM Assignments<br>• Sust BDE SPO Ammo Branch | • EOD Battalion Cdr<br>• Ammo Bn Commander<br>• Ammo Depot Commander<br>• CBT/TNG Developer<br>• CBRNE Staff<br>• JIM Assignments<br>• JMC Branch Chief<br>• Joint/Combined Staff<br>• Training Dept Chief | • EOD Group Commander<br>• Strategic Support Commander<br>• Director, EOD Directorate<br>• JIM Assignments<br>• Joint/Combined Staff<br>• Theatre/Army Staff |
| INSTITUTIONAL DOMAIN                | PME                                  | • Ordnance BOLC (YRS 9-2)<br>• Explosive Ordnance Disposal Specialist/Officer Phase I<br>• Explosive Ordnance Disposal Specialist / Officer Phase 2<br>• EOD Platoon Leaders  | • CCC CAPTAINS CAREER COURSE (YRS 4-7)<br>• ILE Intermediate Level Education (YRS 9-13)   | • ILE Intermediate Level Education (YRS 9-13)   | • BN/BDE level Pre Command Course<br>• PCC<br>• SSC Senior Service College (YRS 19-26)   | • SSC Senior Service College (YRS 19-26)<br>• SPCC-Sustainment Pre Command Course  |
|                                     | FUNCTIONAL TRAINING                  | • Air Assault<br>• Airborne<br>• Army Mountain Warfare School<br>• Pathfinder School<br>• Ranger School<br>• Skill Identifiers Smart Book DA Pam 611-21 Ch 4<br>• Ammunition<br>• EOD<br>• Maintenance<br>• Pathfinder<br>• Ranger<br>• Recon & Surveillance Leader | • Skill Identifiers Smart Book DA Pam 611-21 Ch 4<br>• Airborne<br>• Pathfinder<br>• Ranger   | • Skill Identifiers Smart Book DA Pam 611-21 Ch 4   | • Skill Identifiers Smart Book DA Pam 611-21 Ch 4<br>• Ammunition<br>• EOD<br>• Maintenance<br>• PCC Link<br>• Pre-Command Course Info   | • Skill Identifiers Smart Book DA Pam 611-21 Ch 4<br>• Ammunition<br>• EOD<br>• Maintenance<br>• PCC Link<br>• Pre-Command Course Info                       |
| SELF-DEVELOPMENT DOMAIN: STRUCTURED |                                      |   | • Advanced Education Programs<br>• Officer Broadening Programs  | • Advanced Education Programs<br>• Officer Broadening Programs  | • Advanced Education Programs<br>• Officer Broadening Programs   | • Advanced Education Programs<br>• Officer Broadening Programs   |

#### b. Explosive Ordnance Disposal Lieutenants (EOD, 89E).

(1) EOD LT Development. EOD lieutenants are typically assigned at the company level to lead Soldiers as platoon leaders or operations officers. EOD lieutenants will be assigned to EOD companies to lead Soldiers, conduct render-safe, and disposal operations. Lieutenants should expect to serve in progressive positions to develop their leadership and technical skills. They may complement this with additional staff experience at the battalion or group/brigade level.

(2) EOD LT Education. Lieutenants will attend BOLC at the Army Sustainment University (ASU) at Fort Gregg-Adams, Virginia. If an Ordnance lieutenant has been accepted for EOD, the officer will attend follow-on EOD Phase I training at Fort Gregg-Adams, and EOD Phase II and the EOD Platoon Leader's Course at Naval School EOD (NAVSCOLEOD) at Eglin Air Force Base, Florida. EOD qualification

normally takes about 12-18 months from the start of BOLC based on academic performance as an EOD candidate.

(3) EOD LT Additional Training. There are 89E positions requiring the Skill Identifier (SI) 5P-Parachutist.

(4) EOD LT Desired Experience and KSBs. Lieutenants must focus on acquiring and refining troop-leading skills, Ordnance competencies, as well as communication, management, technical, and tactical skills. The primary concern of all officers should be their manner of performance. Lieutenants should exude enthusiasm and initiative, seek to develop their core competencies and professional attributes, and demonstrate potential for increased responsibility and advancement. Lieutenants should strive to become technical and tactical leaders of EOD operations by being heavily involved in unit training management and mission planning. Lieutenants must learn the intricacies of how to best lead and care for Soldiers while accomplishing the mission.

(4) EOD LT Assignments. EOD Platoon Leader or EOD Company Executive Officer  
*c. Explosive Ordnance Disposal Captains (EOD, 89E).*

(1) EOD CPT Development. Officers should consider the knowledge, skills, behaviors, and experiences they must gain through successive assignments to prepare and qualify for positions of increasing responsibility and expertise. Officers may seek positions in Ordnance core competencies and other logistics functions. EOD officers seeking logistics assignments are encouraged to broaden into positions that capitalize on their munitions and explosive safety expertise. The officer is responsible for determining their own career path as they compete within the marketplace. The officer should be mindful that their manner of performance and successive experience determines their eligibility for higher-level command and staff positions. For a complete description of current programs, see the Broadening Opportunity Programs (BOP) webpage on the HRC website, and discuss your goals with your career coach. Training with Industry (TWI) broadening opportunities are available to enhance logistical experience or advanced EOD RDT&E within a private industry. CPTs (KD-Complete) can pursue TWI interests in conjunction with annual TWI guidance provided by Proponency. See the Logistics branch for additional multifunctional assignments.

(2) EOD CPT Education. 89E officers will attend EOD CCC, which provides a focused EOD curriculum and a logistics block of instruction to fully qualify EOD officers to serve in EOD command and staff positions, as well as Logistics positions upon graduation. After completion of EOD CCC, they will become Logistics branch officers capable of serving in multifunctional logistics positions, as well as EOD positions throughout the remainder of their careers. EOD CPTs can also apply for an opportunity to broaden their skill sets by attending an alternate CCC (alt-C3), including, but not limited to, MC3, MI-C3, ARSOF-C3, and EN-C3. Selected Officers must complete the Support Operations (SPO) Course, 8A-FA90/551-F39, prior to the ALT-C3 report date. This course meets the educational requirements specified in DA PAM 600-3 to award the 90A Logistics (LG) Branch designation. Additional inquiries on the EOD ALT-C3 program may be submitted to Proponency.

(3) EOD CPT Additional Training (89E). There are 89E captain positions requiring the following Skill Identifiers (SI):

- (a) 5K – Instructor
- (b) 5P – Parachutist
- (c) 7Q – Training Development

(4) EOD CPT Desired Experience and KSBs. Officers should be mindful of their career goals and choose the successive assignments that build the knowledge, skills, behaviors, and experience to reach those goals. While not a requirement for every officer, those officers who have demonstrated the potential and desire to command Soldiers should compete for command positions. Successful company command is one qualification for officers who desire to compete for battalion-level command opportunities.

Functional experience will better qualify officers who desire to command functional commands and serve in key billets. EOD officers can command OD (EOD), LG, or any branch immaterial company. Command opportunities for Captains are found in traditional TOE line or TDA units in training, garrison, and headquarters organizations. Captains may apply for competitive broadening assignments, such as fellowships, ACS, OCLL, or TWI, following successful completion of company command. They may continue to serve in developmental assignments in the operational or institutional Army, either in functional or branch immaterial assignments.

(5) EOD CPT Assignments.

- (a) Company Commander

- (b) OIC, EOD EOCA Training Team
- (c) Operations Officer – EOD Battalion S3 / Group S3
- (d) Instructor – NAVSCHLEOD, ASU or USAODS
- (e) Division Chief – NAVSCHLEOD
- (f) Staff Officer – SF Group, Eighth Army, FORSCOM, or 20th CBRNE
- (g) EOD Officer – Nuclear Disablement Team – CBRNE
- (h) Training Developer – TPO-EOD – CASCOM
- (i) OC/T – JRTC, NTC, or JMRC
- (j) XO – WMD Company – Kirkland AFB
- (k) Chief, EOD Plans – USARPAC Fusion Center
- (l) Vulnerability Assessment EOD Officer – CENTCOM
- d. *Explosive Ordnance Disposal Majors. (EOD, 89E)*

(1) EOD MAJ Development. Majors mainly serve in staff positions to prepare them to serve at the next level of command and staff positions.

(2) EOD MAJ Education. (See Logistics branch.) EOD officers may apply for the Air CSC and earn a minor in Advanced Nuclear Deterrence Studies.

(3) EOD MAJ Desired Experience and KSBs. Majors should be mindful of their career goals and choose assignments that continue to build the knowledge, skills, behaviors, and experience toward those goals. The officer is responsible for determining their own career path as they compete within the marketplace. The officer should be mindful that their manner of performance and successive experience determines their eligibility for higher-level command and staff positions. Officers interested in competing for LTC-level command positions should gain experience serving on battalion-level staff. Successful Battalion staff experience coupled with successful company command best qualifies officers who desire to compete for battalion and higher-level command opportunities. Functional experience will better qualify officers who desire to command functional commands and key billets. Majors may apply for competitive broadening assignments, such as fellowships and ACS. Field grade officers should prepare to serve at the strategic and enterprise levels and in the institutional Army, either in functional or branch immaterial assignments. Highly qualified field grade officers, having completed JPME I during ILE, may pursue a joint duty assignment (SI 3A), resulting in the designation of Joint Qualified Officer, SI-3L. Additionally, EOD officers must strive to become experts and conversant in weapons technical intelligence, exploitation operations, protection disciplines, and support for unified action partners. EOD officers seeking logistics assignments are encouraged to seek positions to capitalize on their munitions and explosives safety expertise.

(4) EOD MAJ Assignments.

- (a) Commander, 21ST EOD (WMD) CO
- (b) Commander, EOD TECHDET Division
- (c) Chief, EOD Integration Office – Futures Command
- (d) Counterterrorism Operations Officer – NORTHCOM
- (e) Deputy Branch Chief – DTRA
- (f) EOD OC/T – MCTP
- (g) EOD Proponency Officer – USAODS
- (h) EOD Officer Assignments - HRC – Nominative
- (i) EOD Officer – Corps, Division, SFAB (Brevet Promotion opportunity select SFABs)
- (j) EOD Officer – DIA, USARPAC, USASOC
- (k) XO – EOD Battalion
- (l) S3 – EOD Battalion
- (m) Nuclear EOD Exercise – DTRA
- (n) Doctrine and Capabilities Integration Manager – TPO-EOD
- (o) Operations Officer – EOD Group, CBRNE
- (p) Section Chief – C-IED - Madrid - NATO
- (q) SO (C-IED) – JFC - Brunssum
- (r) Support Operations Officer – CBRNE

e. *Explosive Ordnance Disposal Lieutenant Colonels. (EOD, 89E)*

(1) *EOD LTC Development (89E)*. Those selected for promotion to lieutenant colonel now begin the senior field grade years, where they make the maximum contribution to the Army as commanders and senior staff officers. Attaining the grade of lieutenant colonel is most often considered the hallmark of a

successful career, although each officer defines success differently. Officers in the grade of lieutenant colonel serve as senior leaders and managers throughout the Army, providing wisdom, experience, vision, and mentorship mastered over many years in uniform.

(2) EOD LTC Education. (See Logistics branch.)

(3) EOD LTC Additional Training. None.

(4) EOD LTC Desired Experience and KSBs. Lieutenant colonels should strive to become experts in all aspects of logistics and the application of Ordnance competencies, including their application within the context of JIIM operations. Joint officer qualification is desired at this level. EOD officers must be experts and familiar with weapons technical intelligence, exploitation operations, protection disciplines, and support to Federal, State, and local authorities. All lieutenant colonels should actively mentor subordinates and participate in talent management.

(4) EOD LTC assignments:

(a) Commander, Ordnance Battalion (EOD) (3rd, 79th, 184th, 192nd, 242nd, 303rd)

(b) Commander, Ordnance Battalion – AIT – 73rd OD Bn

(c) Operations Officer, S3, EOD Group (52nd, 71st) (Brevet Promotion opportunity)

(d) Deputy Commander, EOD Group (52nd, 71st)

(e) Deputy Director, NATO

(f) Operations Officer - FORSCOM (Brevet Promotion opportunity)

(g) EOD Officer - USARNORTH

(h) Deputy Asst Commandant (EOD)

(i) Staff Officer – ARSTAFF DCS G3/5/7, G8, DIA, Future FCC, USARPAC,

(j) EOD Officer – 8th Army (Brevet Promotion opportunity)

(k) WMD Coordination Team Chief - CBRNE

(l) Deputy G3, CBRNE

(m) Assistant G3 Plans - CBRNE

(n) Deputy Director - TPO EOD -CASCOM

(o) SO (IED Analyst) - JFC Brunssum

(p) Protection Director, NATO – Slovakia

(q) Staff Officer, SETAF-AF, Italy

(r) Division Chief – Picatinny Arsenal

(s) Deputy Director Joint Foreign Materiel Program Office, Defense Intelligence Agency

f. *Explosive Ordnance Disposal Colonels (EOD, 89E)*.

(1) *EOD COL Development (89E)*. Those officers selected for promotion to colonel continue their senior field grade phase, which concludes with their separation or retirement from active duty or selection for promotion to brigadier general. Attaining the grade of colonel is realized by a select few and truly constitutes the elite of the officer corps. As colonels, their maximum contribution to the Army is made as commanders and senior staff officers.

(2) *EOD COL Education*. There are 89E COL positions requiring the following Skill Identifiers (SI):

(a) 3L - Joint Qualified Officer (JQO).

(b) 6Z - Strategic Studies Graduate.

(3) *EOD COL Desired experience and KSBs*. Colonels potentially serve for the most extended period of time in grade and, therefore, can have the most significant impact on the defense enterprise. Senior leader development at this level prepares leaders to assume strategic leadership responsibilities in military or national security organizations. Colonels are key mentors and advisors in talent management. Officers should consider the knowledge, skills, behaviors, and experiences they must gain through successive assignments to prepare and qualify for positions of increasing responsibility and expertise. The officer is responsible for determining their own career path as they compete within the marketplace. Officers interested in competing for the Centralized Selection List (CSL) brigade-level command and key billets should have had successful experience serving as a battalion-level commander. Officers interested in competing for functional Ordnance brigade level CSL command and key billets such as EOD Groups, ammunition depots, plants and arsenals, maintenance depots, and arsenals, ODS training brigade, or TPO-EOD should have had successive experience in those functional areas. Many colonels can expect to receive assignments to multifunctional, functional, and branch immaterial positions at the brigade, division, corps, and echelons above corps in the TOE environment. The majority of officers in a cohort year group do not command; they make their contribution to the Army in other important senior staff assignments. TDA organizations throughout the Army especially need the expertise of senior field grade

officers. Almost 70 percent of the colonel authorizations are in the TDA structure. Former brigade-level commanders are qualified to serve in positions designated by the CSA, which require the KSBs and experience of former commanders. These post-command assignments may be to branch, branch/FA generalist assignments or Joint coded positions. Emphasis is placed on Joint duty assignments for those officers without a Joint qualifying tour. Officers should discuss opportunities with their Career Coaches in the Colonels Management Office (COMO).

- (4) EOD COL assignments.
  - (a) Commander, 52nd or 71st EOD Group
  - (b) Director, TPO-EOD
  - (c) Deputy Commander, 20th CBRNE (Brevet Promotion opportunity.)
  - (d) Chief, US Army G-3/5/7 ACES (Brevet Promotion opportunity)
  - (e) Assistant Commandant (EOD), USAODS
  - (f) Army Staff Representative, DOD Explosives Safety Board
  - (g) Deputy Director, NATO C-IED COE, Spain

## **16. Ordnance Warrant Officer Development**

a. *Unique knowledge and skills of an Ordnance Warrant Officer.* Ordnance Warrant Officers are the Army's premier land-force maintenance and logistics systems experts, leaders, trainers, mentors, and advisors. They administer, manage, maintain, operate, and integrate Army maintenance and logistics systems, as well as equipment across the full range of Army operations. Ordnance Warrant Officers are confident warrior-leaders, mission-focused subject matter experts, innovative integrators of emerging system technologies, and expert technical advisors. As highly specialized maintainers, they support a multitude of Army missions throughout their careers. Ordnance Warrant Officers must have a combination of professional development and developmental assignments to evolve as well-rounded senior Warrant Officers within their specialty. This process ensures the Warrant Officer acquires the skills, knowledge, attributes, and requisite technical depth to serve at all levels within the Army. The officer education system requires specific training designed to prepare Warrant Officers to serve in positions of greater responsibility. The Ordnance Warrant Officer professional developmental models display key operational, developmental, institutional, and broadening assignments as well as PME and civilian education goals. Warrant Officer PDMs can be accessed through the U.S. Army G1 Publications page or the official Ordnance website. Generally, Ordnance Warrant Officers can consider TOE positions as developmental and TDA positions as broadening, with some exceptions. Complete listings of available Ordnance Warrant Officer Positions can be found on the FMSWeb and Army Career Tracker websites.

(1) MOS 890A, Ammunition Warrant Officer. Plan, coordinate, and assess the distribution of conventional ammunition and missiles using supply chain and data management techniques and procedures involving reception, staging, movement, and retrograde. The ammunition warrant officer is responsible for the retention, maintenance, storage, surveillance, disposition and demilitarization of ammunition and missiles. The ammunition warrant officer is familiarized in explosive safety and assists the explosive safety officer in site licensing and the development of risk mitigation and acceptance for the commander. They coordinate for ammunition support to other services and partners, when warranted.

(2) MOS 913A, Armament Systems Maintenance Warrant Officer. Manage, supervise, and coordinate the maintenance and repair of small arms, mortars, field artillery pieces, and armor weapon systems to include tank turret, electronic, electrical, hydraulic, fire control, and instrument systems repair. The 913A MOS merges into 915E at the rank of CW5.

(3) MOS 914A, Allied Trades Warrant Officer. Directs the setup, operation, and maintenance of machine tools and welding equipment used to fabricate or repair parts, mechanisms, tools, and machinery; manages automotive body, frame, and hull repair, painting, glass, radiator, and shop operations; supervises and conducts recovery operations and maintenance of tracked and wheeled recovery equipment. The 914A MOS merges into 915E at the rank of CW5.

(4) MOS 915A, Automotive Maintenance Warrant Officer. Manage, supervise, and coordinate the maintenance of wheeled vehicles, power generation, material handling, armament, communications, and electronic equipment. The 915A MOS merges into 915E at the rank of CW5.

(5) MOS 915S, Stryker Maintenance Warrant Officer. Manage, supervise, and coordinate the maintenance of Stryker vehicle platforms, power generation, material handling, armament,

communications and electronic equipment, and wheeled vehicles. The 915S MOS merges into 915E at the rank of CW5.

(6) MOS 915T, Track Maintenance Warrant Officer. Manage, supervise, and coordinate the maintenance of Armored Track vehicles, self-propelled artillery systems, engineer equipment, material handling, armament, communications and electronic equipment, and wheeled vehicles. The 915T MOS merges into 915E at the rank of CW5.

(7) MOS 919A, Engineer Equipment Maintenance Warrant Officer. Manage, supervise, repair, and coordinate the maintenance activities for construction engineer equipment, combat engineer equipment, bridging equipment, route clearance vehicles, tracked vehicles, water purification, water distribution, refrigeration, air conditioning, and petroleum transfer pump equipment. The 919A MOS merges into 915T at the rank of CW3.

(8) MOS 915E, Senior Ordnance Logistics Warrant Officer. Manage, supervise, and coordinate the maintenance and repair of all ground equipment to include combat equipment, weapon systems, subsystems, and ancillary equipment. The 915E analyzes trends, integrates systems, and resolves logistic requirements at all levels.

(9) MOS 948B, Electronic Systems Maintenance Warrant Officer. Manage, supervise, and coordinate the installation, operation, repair, maintenance, modification, and calibration of radio, radar, computer, electronic data processing, navigation, avionics, air traffic control systems, communications, test measurement and diagnostic equipment, instruments, gauges, cryptographic equipment, night vision devices, chemical agent detectors, and monitors. This MOS merges into 948E at the rank of CW5.

(10) MOS 948D, Electronic Missile Systems Maintenance Warrant Officer. Manage, supervise, and coordinate maintenance activities associated with the various anti-armor, Short Range Air Defense (SHORAD), Terminal High Altitude Area Defense (THAAD), and High to Medium Air Defense (HIMAD) rocket and missile systems, associated radar equipment and targeting systems. This MOS merges into 948E at the rank of CW5.

(11) MOS 948E, Senior Electronics Maintenance Warrant Officer. Manage, supervise, and coordinate the maintenance and repair of weapons systems and subsystems. The 948E analyzes trends, integrates systems, and resolves logistic requirements at all levels. The Warrant Officers with this MOS are merged at the grade of CW5 from MOS 948B and MOS 948D.

b. *Ordnance Warrant Officer Professional Development Model.* The Ordnance Warrant Officer PDM is focused on the quality and range of experience, as well as specific gates required to achieve the necessary depth of expertise to build and sustain readiness. If done correctly, proper development will foster an Ordnance Warrant Officer that sustains expertise in their functional fields and is diverse in experience, education, and exposure.

(1) **Warrant Officer One.** Junior Warrant Officers gain branch expert technical and tactical skills to develop a Warrior Ethos and gain important leadership experience in company grade assignments.

(a) Education. After completing the WOCS, WO1s attend their MOS specific WOBC. Appointment to WO1 is contingent upon successfully completing the WOBC for the officer's respective MOS. Although not a requirement for promotion, all WO1s and CW2s should strive to complete an associate's degree.

(b) Developmental assignment. Company-level tactical and technical experts serve at the TOE platoon, company, and battalion level, with some brigade and higher-level support positions.

(c) Self-development. Warrant Officers should devote time to self-development, which should include professional certifications, correspondence courses, institutional training, and civilian education. Junior warrant officers should utilize a professional reading program to broaden both their warfighting perspective and technical comprehension.

(d) Desired experience. The junior Warrant Officer should focus on acquiring and refining tactical and administrative skills as well as MOS-unique technical skills during their developmental assignments.

(2) **Chief Warrant Officer Two.** Throughout a Warrant Officer's career, the model highlights the need to gain technical and tactical competency through developmental assignments. Warrant Officers at this rank should continue their self-development through training, education, experience, professional reading, and pursuit of civilian education goals. CW2s primary focus should be on mastering their craft through a series of developmental assignments, as very few will have opportunities for broadening experience in operational or institutional assignments.

(a) Education. Upon promotion to CW2, the Warrant Officer is eligible and should attend their MOS WOIC, which is required for promotion to CW3. Although not a requirement for promotion, all officers in the grade of WO1 and CW2 should strive to complete an associate's degree.



(b) Developmental assignments. Typically, CW2s will continue in developmental tactical assignments; however, in some cases, CW2s can expect assignments to CW3 positions upon completion of WOAC.

(c) Self-development. The CW2s should continue to acquire and refine their advanced MOS-unique technical skills and continue pursuing professional certifications, correspondence courses, institutional training, and civilian education. CW2s should refine their communication and critical thinking skills as they prepare for operational and broadening assignments.

(d) Desired experience. Exemplary performance at every duty assignment is important and determines promotion potential.

(3) **Chief Warrant Officer Three.** At this point in a Warrant Officer's career, the model highlights the need to be self-aware and adaptive integrators and managers of Army systems as exposure opportunities exist at higher levels of command. Increased responsibilities require Warrant Officers to exercise leadership and mandate an ability to operate and integrate staff functions at the tactical to operational level. CW3s must continue their developmental growth while recognizing the increased opportunities within the generating force, broadening assignments, functional training, and self-development requirements that capitalize on their technical skills. Warrant Officers at this rank should author professional articles in support of sustainment publications highlighting their master technical competence. Warrant Officers at this rank should continue their role as coaches, mentors, and advisors to officers, warrant officers, and NCOs.

(a) Education. Upon promotion to CW3, the Warrant Officer is eligible and should attend the WOAC and WOAC-FO, which is required for promotion to CW4. WOAC is a common core resident course that provides influential leadership skills necessary to integrate CW3's technical expertise in support of leaders as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of the Army. The WOAC-FO is an Ordnance MOS specific technical course. Although not a requirement for promotion, all officers in the grade of CW3 should strive to complete a baccalaureate degree.

(b) Developmental and broadening assignments. All officers in the grade of CW3 are tactical and technical experts who normally serve as the senior Warrant Officer in TOE positions at the brigade level and below. In conjunction with HRC, the Ordnance Regimental Chief Warrant Officer will identify CW3s with the unique skills required to serve in broadening assignments/opportunities. CW3s can compete for Training with Industry assignments.

(c) Self-development. In preparation for selection to CW4, CW3s should continue to acquire and refine their master MOS-unique technical skills. CW3s should perfect their communication and critical thinking skills in preparation for operational and strategic assignments.

(d) Desired experience. CW3s should provide leader development, mentorship, advice, and counsel to NCOs, Warrant Officers, and officers. CW3s should provide advice and counsel to commanders on technical and Warrant Officer issues. In addition, CW3s may serve in TDA units in supervisory, advisory, and training positions.

(4) **Chief Warrant Officer Four.** At this point in their career warrant officers are senior level technical and tactical experts that should exude character, competence, and commitment while thriving in complex and uncertain environments. The model highlights the Army's need for premier land force technical experts and systems integrators operating in ambiguity and skilled at solving ill-structured problems. CW4s are highly adept and adaptive leaders, trainers, and advisors who operate by design in specialized roles across a range of Army operations. They bring an unequaled depth and breadth of knowledge, experience, and perspective to the organizations in which they serve. Increased responsibilities mandate an ability to operate and integrate within staff functions at all levels. As they become more senior, they focus on integrating branch and Army systems at the national level.

(a) Education. Upon promotion to CW4, the Warrant Officer is eligible and should attend the WOSC and WOSC-FO, which is a requirement for promotion to CW5. WOSC is a common core resident course that provides CW4s with influential leadership skills necessary to apply their technical expertise in support of leaders on strategic level joint, interagency, intergovernmental, and multinational (JIIM) organizations executing Unified Land Operations through decisive action. The WOSC-FO is an Ordnance specific follow-on course to the WOS. Although not a requirement for promotion, all officers in the grade of CW4 should strive to complete a graduate degree.

(b) Developmental and broadening assignments. CW4s are senior-level tactical and technical experts who normally serve in supervisory, advisory, staff, logistics, and nominative MOS non-specific positions in the following type units: sustainment brigade/sustainment command distribution management center,

logistics support test, measurement, diagnostic evaluation (branch, detachment, company, activity), maintenance control section or maintenance section (ordnance, maintenance, support, supply company), brigade support battalion, Ordnance battalion, service school, branch proponent, Combat Training Centers, or Centers of Excellence.

(c) Self-development. CW4s should continue acquiring and refining their depth in senior MOS-unique technical expertise, knowledge, and experience. CW4s should master the MDMP, staff skills, and strategic communication skills as they prepare for strategic level assignments.

(d) Desired experience. CW4s should provide leader development, mentorship, advice, and counsel to NCOs, Warrant Officers, and officers. The CW4s have special mentorship responsibilities for other Warrant Officers and provide essential advice and counsel to commanders on technical and warrant officer issues.

(5) **Chief Warrant Officer Five.** At this point in a Warrant Officer's career, CW5s are master-level technical and tactical experts who perform the primary duties of technical leader, manager, integrator, and advisor. They are the senior technical expert in their branch and serve at the highest levels. The model highlights the need to be comfortable operating in ambiguity and skilled at solving ill-structured problems. CW5s are highly adept and adaptive leaders, trainers, and advisors who operate by design in specialized roles across a range of Army operations. They bring an unequaled depth and breadth of knowledge, experience, and perspective to the organizations in which they serve. Increased responsibilities mandate an ability to operate and integrate within staff functions at the tactical to strategic level and necessitate the ability to thrive in increasingly complex and uncertain environments. CW5 assignments are available both in and outside one's normal career path that are nominative or broadening in nature. Lifelong learning, supported by both civilian and military education, provides critical opportunities to develop expeditionary competencies. Flexible timelines enable CW5s to serve longer in developmental assignments, ensuring they have adequate time to utilize their skills and expertise in their understanding of the complex operating environment.

(a) Education. After promotion to CW5, certain high level command chief warrant officers may be nominated to attend WOMC. WOMC is the capstone for warrant officer PME. It is a branch immaterial resident course conducted at the Warrant Officer Career College. WOMC provides master-level chief warrant officers with a broader Army level perspective required for assignment to CW5 positions as technical, functional, and branch systems integrators and trainers at the highest organizational levels. Instruction focuses on "How the Army Runs" and provides up-to-date information on Army level policy, programs, and special items of interest. Although not a requirement for promotion, all officers in the grade of CW5 should possess a graduate degree.

(b) Developmental and broadening assignments. CW5s serve in strategic supervisory, advisory, nominative, staff, logistics, and MOS-specific positions in division and higher commands, Service school, CASCOM, Army staff, or separate DOD agencies. CW5s may serve in positions that are MOS immaterial.

(c) Self-development. CW5s should sharpen their knowledge of the DOD acquisition process, equipment life cycle management, and other functions across the DOTMLPF domains as it pertains to the Ordnance branch. CW5s should become familiar with the constitutional, statutory, and regulatory basis for Army force projection and the capabilities that must be sustained through management of doctrinal, organizational, and materiel change.

(d) Desired experience. CW5s are master-level tactical and technical experts and provide leader development, mentorship, advice, and counsel to NCOs, Warrant Officers, and officers in support of a globally responsive and regionally engaged Army. CW5s have special mentorship responsibilities for other Warrant Officers at all levels and are responsible for providing essential advice to commanders on technical and Warrant Officer issues. CW5s will be familiar with Army organizational roles, functions, and missions at the ACOM and Army staff level. This includes force management processes, from the determination of force requirements through the resourcing of requirements and the assessment of their utilization to accomplish Army functions and missions in a complex environment

## **17. Reserve Component Ordnance Officer Development.**

a. *Component Overview.* Over 60% of the Ordnance capability resides in the RC. RC Ordnance officer career development closely parallels that of the active Army, as described in the paragraphs above for EOD officers. Key differences are in RC time in service and time in grade requirements. Although RC

officers may be limited by unit availability and geographical considerations, RC OD officers should strive for an assignment within the Ordnance competencies of ammunition or maintenance.

b. *Publication Note.* This edition of DA PAM 600-3 – Ordnance was updated to reflect significant changes to the Ordnance Branch for commissioned Officers. At the time of this publication, a Military Occupational Classification Structure change request was approved that combined the accessions of OD, TC, and QM officers into the Logistics Branch (LG, AOC 90A).

(1) The Commanding General of the Combined Arms Support Command (CASCOM) is the branch proponent of the Logistics Branch. The Logistics Proponent Office is a subordinate of the Army Sustainment University at Fort Gregg-Adams, Virginia.

(2) Refer to DA PAM 600-3 – Logistics for information on assignments and development common to all Logistics officers (LG, OD, TC, QM).

c. *Branch transfer.* Officers who wish to branch transfer to LG should refer to the requirements outlined in DA PAM 600-3 – Logistics.

## 18. Ordnance Reserve Component Warrant Officers

a. *General career development.* The RC warrant officer development and Warrant Officer Education System objectives and qualifications parallel those of the RA, with the difference being the RC time in service/time in grade requirements and goals for PME completion. See paragraph 16 above for unique knowledge, skills, and specific career development information by grade. See AR 135-155 for time in service and time in grade requirements for the Army Reserve. See NGR 600-101 for Time in service and Time in Grade requirements specific to National Guard members. Refer to the RC warrant officer developmental model, Ordnance Figure 5, for an overview of warrant officer educational system goals, operational assignments, functional training, broadening opportunities, and self-development guidance.

b. *Reserve Component warrant officer education system goals.*

(1) WO1 to be promoted to CW2 must have completed their MOS WOBC.

(2) CW2 to be promoted to CW3 must have completed their MOS WOIC.

(3) CW3 to be promoted to CW4 must have completed their WOAC and WOAC-FO

(4) CW4 to be promoted to CW5 must have completed their WOSC and WOSC-FO.

(5) CW5 may be selected to attend WOMC

c. *Recommended assignment oriented functional training.* The RC warrant officers, like their RA counterparts, are assigned to positions requiring their master MOS-unique technical skills and grade. Assignment-oriented training listed below is advantageous in preparing the warrant officer to progress to specific types of assignments, as noted.

(1) Battalion (CSSB, BSB - WO1/CW2/CW3) - Logistics Information Systems (LIS: GCSS-A) maintenance management training (USARC G4), Support Operations Course (DL phase or resident course, Joint Logistics Course Commanders Safety Course (DL).

(2) Brigade (Sustainment, Engineer, and Signal - CW3/CW4) - AESIP training, Support Operations Course (resident phase).

(3) Command (ESC, Signal Command (T), TEC, TSC, USARC G4 section, Proponent Fort Gregg-Adams, VA - CW4/CW5) - RC Theater Sustainment Planners Course (resident), Army Force Management Course.

d. Ordnance warrant officers must have a combination of professional development and developmental assignments to evolve as a well-rounded senior warrant officers. As highly specialized maintainers, they support a multitude of Army missions throughout their careers.

e. *Potential broadening opportunities:* Potential broadening assignments for RC Ordnance Warrant Officers are limited based on the needs of the Army. These assignments are funding (budget) dependent and vary and change rapidly. Broadening assignments are not considered for career management decisions within the USAR. Some examples of possible broadening assignments are listed below for reference only.

(1) CW2/CW3. Opportunities exist to serve as TAC officers and regional training institute instructors for ARNG Regional Training Sites at the approved regional WOCS schools.

(2) CW3/CW4. Opportunities exist to serve as Career Managers at HRC Command (Ft Knox, KY) (AGR only).

(3) CW4/CW5. Opportunities exist at commands above Brigades for CCWO positions and ARNG regional training institute regimental chief positions. (These are nominative, non-MOS-specific positions managed by the individual Commands. They are not TOE-approved positions and require a term limit.)