



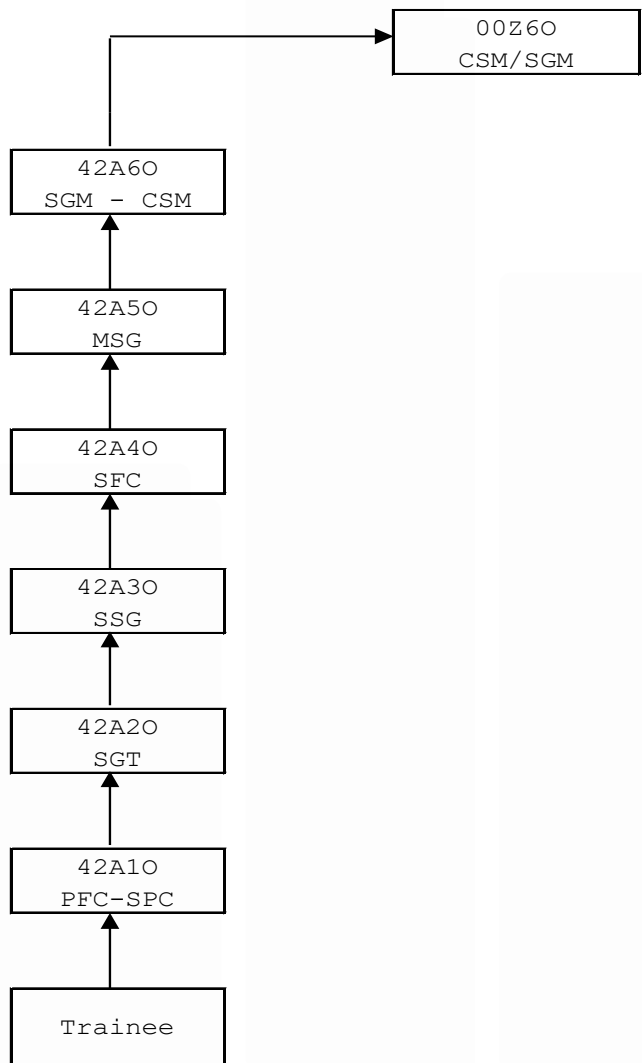
U.S.ARMY

CMF 42A Progression Chart



Human
Resources
Specialist

CSM/SGM
Nominative



42A Talent Development Model

Years of Service

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

SSG EVAL BOARD (JAN)

SFC EVAL BOARD (OCT)

MSG EVAL BOARD (APR)

SGM EVAL BOARD (AUG)

															Nominative SGM/CSM					
Key Leadership Position MQ rating	HR SPC (MTOE: HR CO, BN, BDE, DIV, CORPS, ASCC, HROC, HROB, CLT, TPOC), POSTAL CLERK/SPC				HR SGT (MTOE: HR CO, BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, CLT, TPOC)				BN S1 SR HR SGT (MTOE BN, BDE, SFAB, SOF, SMU, ABN, DIV, CORPS, ASCC, HROC, HROB, TPOC), POSTAL SUPERVISOR, HR SQUAD LEADER				BDE S-1 SR HR SGT, *First Sergeant (MEPS, HR CO, NATO, Garrison) HR CO PLT SGT POSTAL SUP/PLT SGT *42A Pure Preferred				DIV G1 SGM (6K), ASCC /Corps G1 (7K) SGM, BN/BDE CSM REC BN, MEPS/NATO, HHBN, USAG (6C/7C)		Nominative SGM/CSM (00Z) HQDA G1 SGM (8U) HRC CSM (8D) DMPM SGM (8T) SSI CSM (8C) ACOM G1 SGM (8T) TADD SGM (8S) TAGD SGM (8S)	
Military/Civilian Education															Self-development (encouraged, not required): Professional certifications – aPHR, PHR, SPHR, PMP, etc., Data Analytics/credentialing, and coaching					
Career Development	HR SPC (TDA: CO, BN BDE, DIV, EXEC ADMIN ASST)		HR SGT (TDA ASSIGNMENTS AT ECHELON) MEPS NCO EXEX ADMIN ASST DRILL SERGEANT RECRUITER IPPS-A FIELD INTEGRATION			SR HR SGT (TDA ASSIGNMENTS AT ECHELON) CAREER MANAGEMENT NCO OPERATIONS NCO EXEC ADMIN ASST, DRILL SERGEANT, RECRUITER, IPPS-A FIELD INTEGRATION			SR HR SGT (TDA ASSIGNMENTS AT ECHELON) MEPS OPS/PROCESSING SGT HR OPERATIONS NCO MANPOWER/FORCE MGMT TALENT MANANGEMENT NCO			G1 SGM (DIV, CORPS, MSC, DRU, ASCC), CMF BRANCH SGM NATO BDE/BN CSM HROC SGM/TPOC SGM PROPONENT SGM, AIT-D SGM IPPS-A SGM, FSD SGM, DA SEC SGM			CD/KL COMPLETE: 18-24 MONTHS AT EACH GRADE W/ SUBSEQUENT TOURS PREFERRED					
Broadening Opportunities	UNIT OPERATIONS/SCHOOLS ADDITIONAL DUTIES		DRILL SERGEANT, RECRUITER, INSTRUCTOR (AIT), NCOA SMALL GROUP LEADER (ALC/SLC), WRITER/DEVELOPER DOD/Joint/NATO STAFF, BN/BDE S3 NCO, Defense Attaché, Defense Courier, MEPS, IPPS-A FIELD INTEGRATION				EOA, IG NCO, SARC/SHARP, TRAINING WITH INDUSTRY, Defense Attaché, Defense Courier, IPPS-A FIELD INTEGRATION			OBSERVER COACH/TRAINER (OC/T)		NCOA DEP CMDT NCOA 1SG ASSISTANT IG/EO		NCOA CMDT BDE CSM (GARRISON, WTU) BN CSM (HHBN, STB, WTU) M&RA SGM IG SGM EO PROPONENT SGM EO SGM USASMA INSTR/FELLOWSHIP						
Military Training	IPPS-A Functional Courses Data Managers Course Ranger School Airborne/ Air Assault Postal Operations DoD Courier Course				Battle Staff Master Resilience Postal Supervisor Master Fitness Trainer Common Faculty Instr/Dev				Postal Operations/Supervisor, Data Managers Course, Airborne, Air Assault, Battle Staff, Ranger School, Expert Soldier Badge, Manager/Force Development, IPPS-A Functional Courses, Co CDR/1SG Course						Equal Opportunity/Inspector General Course, Master Fitness Trainer, Master Resilience Trainer, Postal Supervisor Course, SHARP Foundation Course, Sexual Assault Response Coordinator/Victim Advocate Course, CO CDR/1SG Course				SGM Force Management Course, Manpower/Force Development, Acquisition Management Course, Senior Logistics Orientation Course; Adjutant General PCC, BN/BDE PCC, How the Army Runs (HTAR), Keystone Course	



U.S. ARMY

MOS 42A



The Human Resources Specialist plans, develops, interprets, implements, supervises, and performs HR functions in support of every echelon of command across the Army and Department of Defense (DoD) through utilization of the HR core competencies: Man the Force and Provide HR Services.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 18-24 months of successful duty as a Battalion (or Organizational Position equivalent) S1 SR HR SGT and 12 months of successful duty in a broadening assignment with MQ rating or an exclusive rating for immature senior rater profile

SFC: 18-24 months of successful duty as a Battalion/Brigade S1 SR HR SGT at current rank and 12 months of successful duty in a broadening assignment with MQ rating or an exclusive rating for immature senior rater profile

MSG/1SG: 18-24 months of successful duty as a Brigade S1 SR HR SGT at current rank and 12 months of successful duty as a 1SG, or in broadening assignment with a MQ rating or an exclusive rating for immature senior rater profile

CSM/SGM: 18-24 months as a Division G1 SGM; Army Service Component Command G-1 SGM; Corps Level G1 SGM, Battalion/Brigade CSM with MQ rating or an exclusive rating for immature senior rater profile

Highly qualified looks like:

SSG: 12 months of successful duty as a Battalion S1 SR HR SGT with HQ rating

SFC: 12 months of successful duty as a Battalion/Brigade S1 SR HR SGT at current rank with HQ rating

MSG/1SG: 12 months of successful duty as a Brigade S1 SR HR SGT at current rank with HQ rating

CSM/SGM: 12 months as a Division G1 SGM; Army Service Component Command G-1 SGM; Corps Level G1 SGM; Battalion/Brigade CSM with HQ rating



U.S. ARMY

MOS 42A



PHYSICAL FITNESS

Most Qualified looks like:

SSG: ACFT score of 540 or above with 90 points in each event
SFC: ACFT score of 540 or above with 90 points in each event
MSG/1SG: ACFT score of 540 or above with 90 points in each event
CSM/SGM: ACFT score of 540 or above with 90 points in each event

Highly Qualified looks like:

SSG: ACFT score of 480 or above with 80 points in each event
SFC: ACFT score of 480 or above with 80 points in each event
MSG/1SG: ACFT score of 480 or above with 80 points in each event
CSM/SGM: ACFT score of 480 or above with 80 points in each event

MILITARY/CIVILIAN EDUCATION

Most Qualified looks like:

SSG: ALC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Associate's Degree
SFC: SLC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Bachelor's Degree
MSG/1SG: MLC-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Pursuing Master's Degree
CSM/SGM: USASMA-Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List/Master's Degree

Highly Qualified looks like:

SSG: ALC: Superior Academic Achievement/Pursuing Associate's Degree
SFC: SLC- Superior Academic Achievement/Associate's Degree
MSG/1SG: MLC- Superior Academic Achievement/Bachelor's Degree
CSM/SGM: USASMA-Superior Academic Achievement/Pursuing Master's Degree



U.S. ARMY

MOS 42A



ASSIGNMENTS (Key Experience Positions and Broadening)

PROONENT SPECIFIC CHALLENGING /HIGH RISK

SSG: Battalion S1 SR HR SGT or HR SGT within the Battalion/Brigade/Special Forces Group/Division/NATO; Joint, G-1; Writer/Developer; HR CO HR SGT; Postal PLT SGT/Supervisor, Operations NCO; Active Component/Reserve Component Advisor; Reserve Officers' Training Corps Instructor; IPPS-A Field Integration; Drill Sergeant; Recruiter; Instructor (AIT); NCOA SGL (ALC); DOD/JOINT/MEPS/NATO Staff; Battalion/Brigade S3 NCO; Defense Attaché; Defense Courier; Career Management (Proponent) NCO; Special Mission Unit; White House Communications Agency; Security Forces Assistance Brigade; HRC Talent Management NCO; IPPS-A Field Integration

SFC: Battalion/Brigade/Special Forces Group S1 SR HR SGT; G1/J1 SR HR SGT; Postal Supervisor; Postal PLT SGT; HR Operations NCO; MEPS Processing NCO; Writer/Developer: Directorate of Training & Doctrine NCOIC; IPPS-A Field Integration; Drill Sergeant; Recruiter; SR Instructor (AIT/ALC); NCOA SGL (SLC); Career Management (Proponent) NCO; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention Coordinator; Combat Training Center Observer/Controller; Training with Industry; Defense Attaché; Defense Courier; Special Mission Unit; White House Communications Agency; Security Forces Assistance Brigade; HRC Talent Management NCO

MSG/1SG: Brigade/Special Forces Group S1 SR HR SGT, SR HR SGT Security Forces Assistance Brigade/Special Mission Unit/Airborne; Division/Corps/Army Service Component Command G1 Strength Manager; HR Company First Sergeant; NATO First Sergeant; Postal Supervisor; Noncommissioned Officer Academy Deputy Commandant; Noncommissioned Officer Academy First Sergeant; Equal Opportunity Advisor; Assistant Inspector General; Sexual Assault Response Coordinator/Sexual Harassment/Assault Response and Prevention; Coordinator; Training with Industry; Defense Attaché; Defense Courier; DOD/Joint Staff NCO; IPPS-A Field Integration

SGM/CSM: G1 Sergeant Major (ACOM-8T); G1 Sergeant Major (DIV/CORPS/MSC/DRU/ASCC); NATO; Battalion/Brigade Command Sergeant Major; Tactical Operations Personnel Center (TPOC) Sergeant Major; Noncommissioned Officer Academy Commandant; Brigade Command Sergeant Major (Garrison/MEPS/WTU); Battalion Command Sergeant Major (HHBN/STB/REC/WTU); Manpower and Reserve Affairs Sergeant Major; Inspector General Sergeant Major; Proponent Sergeant Major; Equal Opportunity Sergeant Major; United States Army Sergeants Major Academy Instructor/Fellowship; HRC Career Management NCO

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



U.S. ARMY

MOS 42A



TRAINING

Most qualified looks like:

SSG: Drill Sergeant School; Recruiter; Ranger School; Postal Operations/Supervisor; Joint Military Attaché; Airborne; Air Assault; Equal Opportunity Leader; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course
 SFC: Inspector General Course; Drill Sergeant School; Recruiter; Ranger School; Postal Supervisor Course; Airborne, Air Assault; Common Faculty Development-Instructor Course; Common Faculty Development-Developer Course; Battle Staff
 MSG/1SG: Postal Supervisor Course; Ranger School; Common Faculty Development-Instructor Course; Airborne; Air Assault; Battle Staff
 CSM/SGM: Sergeant Major Force Management Course; Battalion/Brigade Pre-Command Course; Adjutant General Pre-Command Course

Highly qualified looks like:

SSG: Master Resilience Training; SARC/VA Career Course; Master Resilience Training; Master Fitness Trainer; SHARP Foundation Course
 SFC: Postal Supervisor Course; Manpower/Force Development Course; Joint Military Attaché; Equal Opportunity Advisor; Master Resilience Training; SARC/VA Career Course; Master Fitness Trainer; SHARP Foundation Course
 MSG/1SG: Inspector General; Equal Opportunity Advisor; SARC/VA Career Course; Master Fitness Trainer
 CSM/SGM: Battalion/Brigade Pre-Command Course

OTHER INDICATORS

Most qualified looks like:

SSG: Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year/ NCO of the Year (BDE level or higher); MOVSM; Associate in Professional Human Resources Certification (aPHR)
 SFC: Senior Army Instructor Badge; Army Master Recruiter Badge; Audie Murphy/SGT Morales; AG NCO of the Year / NCO of the Year (BDE level or higher); MOVSM; Professional in Human Resources (PHR) Certification; Project Management Professional (PMP) Certification
 MSG/1SG: Master Instructor Badge; Audie Murphy/SGT Morales; MOVSM; Senior in Professional in Human Resources (SPHR) Certification
 CSM/SGM: Master Instructor Badge

Highly qualified looks like:

SSG: Army Basic Recruiter Badge, Basic Army Instructor Badge
 SFC: Army Basic Recruiter Badge, Basic Army Instructor Badge
 MSG/1SG: Army Basic Recruiter Badge; Basic Army Instructor Badge
 SGM/CSM: Basic Army Instructor Badge

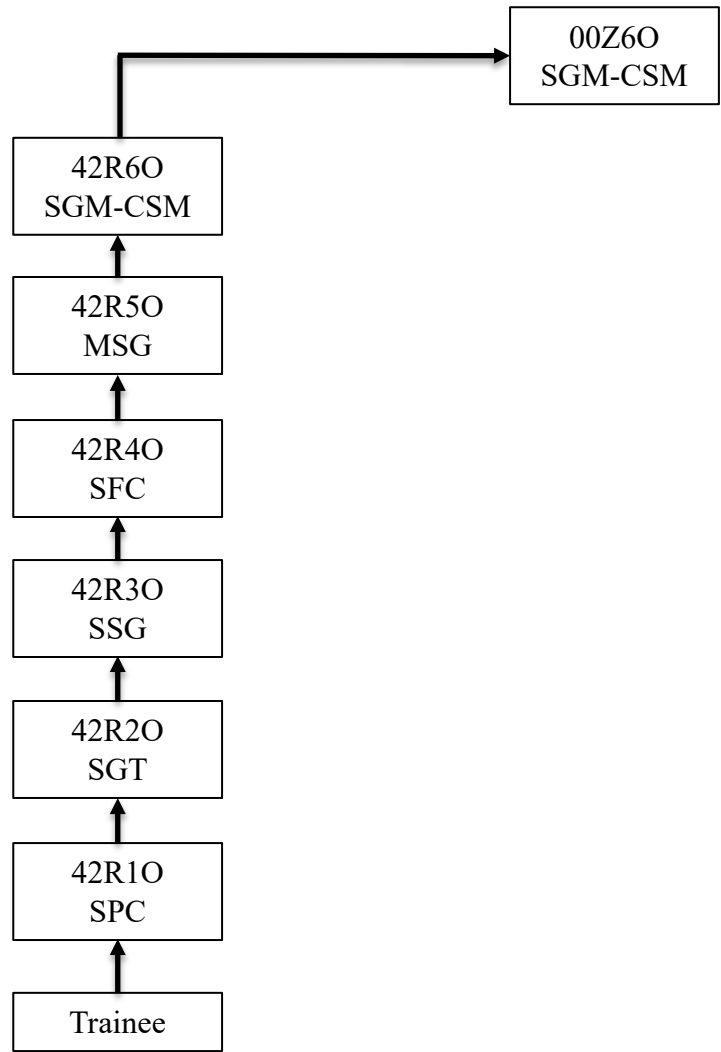


MOS 42R Progression Chart



Army Musician

Command Sergeant
Major Nominative



42R Talent Development Model

Years of Service

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

Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Musician		Musician		Squad Leader Support NCO		Operations Sergeant Platoon Sergeant Senior Support NCO		First Sergeant Operations Sergeant		Band SGM	USASOM CSM Nominative SGM/CSM	
Military/Civilian Education	DLC 1	DLC 2		DLC 3		DLC 4			DLC 5		DLC 6		
	BLC	ALC		SLC		MLC			SMC		NLC		
	Associate's		Bachelor's Degree			Master's Degree				Post-graduate study			
Key Development	Musician		Musician		Squad Leader Support NCO		Operations Sergeant Platoon Sergeant Senior Support NCO		First Sergeant Operations Sergeant		Band SGM		
Broadening Opportunities	<u>Broadening:</u> SHAPE	<u>Institutional:</u> AMO; USASOM TNG NCO <u>Broadening:</u> SHAPE; Drill SGT; DA Recruiter		<u>Institutional:</u> USASOM NCOA SGL, Drill SGT, Instructor; Band Recruiter; TNG DEV, TNG SPT NCO, Operations Sergeant, Supply NCOIC/Clerk; <u>Broadening:</u> Musician (SHAPE/AMO), BCT Drill SGT; BLC Instr; DA Recruiter; Defense Attaché; Enlisted Aide; TWI.			<u>Institutional:</u> USASOM NCOA SGL, Sr Drill SGT, Sr Inst/Instr; Sr Band Recruiter; 42R TM NCO; 42R CM NCO; USASOM Dir of Ops, AIT Course Manager, Sr TNG DEV/TNG DEV, Sr TNG DPT NCO; Musician/Deputy Dir <u>Broadening:</u> (SHAPE); Musician (AMO)BN/BDE EOA, IG NCO, or SARC; BCT Drill SGT; Defense Attaché; Enlisted Aide; TWI.			<u>Institutional:</u> USASOM 1SG, NCOA Deputy CMDT; Sr Band Recruiter; QAE/FSD Director, TND DEPT NCOIC, Sr TNG SPT (Chief), Sr TNG SPT;		<u>Institutional:</u> USASOM CSM/Commandant, Army Bands NCOA <u>Broadening:</u> CSL/KB/NOM billets; MOS-immaterial SGM billets; SGM-A Fellowship, White House Fellowship, Congressional Fellowship.	
Military Training	Airborne (SQI P); Air Assault (ASI 2B)												
	MFT (ASI P5); P3T (ASI A6); MRT (ASI 8R); SHARP (ASI 1B); EO; CFD-IC (SQI 8); CFD-DC (SQI-2); TEDMMC; KM (ASI 1E)						Battle Staff (ASI 2S); CCFSPCC; Manager Development Course; CDR's Safety Course; FMOC/MFMC						
							BN/BDE Pre Command Course; HTAR						



U.S. ARMY

MOS 42R



The Army Bandsman (42R) demonstrates a unique musical skill set as a member of a Musical Performance Team (MPT), provides direct mentorship and leadership to subordinates, and provides critical function area support at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: 18-24 months as Squad Leader, 18-24 months as Support NCO, and one Institutional or Broadening assignment*

SFC: 18-24 months as Operations Sergeant or Platoon Sergeant, 18-24 months as Senior Support NCO, and one Institutional or Broadening assignment*

MSG: 48 months as 1SG and one Institutional or Broadening assignment*

SGM: 24 months as Band Sergeant Major and a SGM broadening assignment (EO, IG, Ops, CSL/Key Billet)

Highly qualified looks like:

SSG: 18-24 months as Squad Leader and 18-24 months as Support NCO

SFC: 18-24 months as Operations Sergeant or Platoon Sergeant and 18-24 months as Senior Support NCO

MSG: 48 months as Operations Sergeant

SGM: 24 months as Band Sergeant Major

**broadening assignment could be at any time during the NCO's career*



MOS 42R



PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: Overall score of 540 on the ACFT with a minimum of 80 points in each event as highlighted on NCOER.

Highly qualified looks like:

SSG-SGM: Overall score of 480 on the ACFT.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG: ALC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List. Bachelor's degree.

SFC: SLC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List. Graduate degree or credential/certification program in progress

1SG/MSG: MLC - Distinguished Honor Graduate; Distinguished Leadership Award; Commandants List. Graduate degree or credential/certification program complete

CSM/SGM: USASMA - Distinguished Honor Graduate; Commandants List. Post graduate study or credential/certification program complete.

Highly qualified looks like:

SSG: ALC - Superior Academic Achievement. Bachelor's degree.

SFC: SLC - Superior Academic Achievement. Graduate degree or credential/certification program in progress.

MSG: MLC - Superior Academic Achievement. Graduate degree or credential/certification program in progress.

CSM/SGM: USASMA - Superior Academic Achievement. Post graduate study or credential/certification program in progress.



MOS 42R



ASSIGNMENTS (Key Developmental, Institutional/Broadening) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Squad Leader; Support NCO; USASOM NCOA SGL, Drill Sergeant, Instructor; Band Recruiter (USAREC); Training Developer, Training Support NCO, Operations Sergeant, Supply NCOIC, Supply Clerk; Musician (SHAPE International Band); Musician (Army Musical Outreach Team); BCT Drill Sergeant; BLC Instructor; DA Select Recruiter; Defense Attaché; Enlisted Aide; Training With Industry.

SFC: Operations Sergeant (ASI 2S); Platoon Sergeant; Senior Support NCO; USASOM NCOA SGL, Sr Drill Sergeant, Sr Instructor/Instructor; Sr Band Recruiter (USAREC); 42R Talent Management NCO; 42R Career Management NCO; USASOM Director of Ops, AIT Course Manager, Sr Training Developer/Training Developer, Sr Training Support NCO; Musician or Deputy Director (SHAPE International Band); Musician (Army Musical Outreach Team); BN/BDE EOA, IG NCO, or SARC; BCT Drill Sergeant; Defense Attaché; Enlisted Aide; Training With Industry.

MSG: Band 1SG; Band Operations Sergeant (ASI 2S); Army Bands NCOA Deputy Commandant, USASOM 1SG, Sr Band Recruiter (USAREC); USASOM QAE/FSD Director, Training Department NCOIC, Sr Training Support (Chief), Sr Training Support; Director (SHAPE International Band); BN/BDE EOA, IG NCO, or SARC; MLC Instructor; Enlisted Aide.

SGM/CSM: Band SGM; USASOM CSM/Commandant, Army Bands NCOA; CSL/KB/NOM billets; MOS-immaterial SGM billets; SMA Fellowship, SGM-A Fellowship, White House Fellowship, Congressional Fellowship.

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



U.S. ARMY

MOS 42R



TRAINING

Most qualified looks like:

SSG: SHARP (ASI 1B), EO, CFD-IC (SQI 8), CFD-DC (SQI-2), MFT (ASI P5), P3T (ASI A6), MRT (ASI 8R).

SFC: CCFSPC, Battle Staff (ASI 2S), TEDMMC, KM (ASI 1E), Force Management Orientation Course, Manpower Force Management Course.

MSG: CCFSPCC and Battle Staff (ASI 2S), Manager Development Course, CDR's Safety Course.

SGM: BN/BDE PCC, HTAR, Force Management Orientation Course, Manpower Force Management Course.

Highly qualified looks like:

SSG: MFT (ASI P5), P3T (ASI A6), MRT (ASI 8R).

SFC: SHARP (ASI 1B), EO, CFD-IC (SQI 8), CFD-DC (SQI-2).

MSG: Battle Staff (ASI 2S), Manager Development Course, CDR's Safety Course.

SGM: BN/BDE PCC.

OTHER INDICATORS

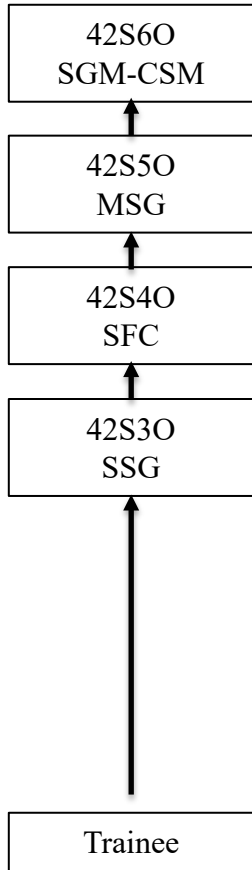
SSG-SGM: Consistently chosen to serve above grade. Continues to seek civilian and military education. Impact awards for outstanding achievements and contributions to the field, Expert Soldier Badge, Army Bands Soldier/NCO of the Year, participation in Soldier/NCO Competition Boards, participation in SAMC/Morales Club, Airborne or Air Assault Qualification, and community service activities are additional indicators of NCOs who embrace the Total Soldier Concept and have outstanding potential for service at higher grades.



MOS 42S Progression Chart



Special Band Musician



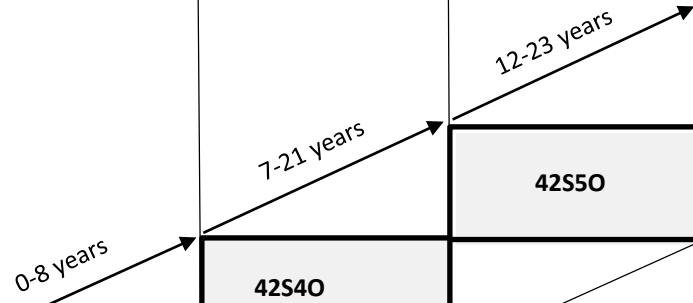


MOS 42S - The U.S. Army Band Progression Chart








E6: Musician/ Support Musician	E7: Senior Musician/ Senior Support Musician	E8: Master Musician/ Section Leader	E9: CSM/ Element Leader/ Group Leader
Key Developmental: <i>Musician; Support Musician</i>	Key Developmental: <i>Senior Musician; Senior Support Musician; Section Leader</i>	Key Developmental: <i>Master Musician; Master Support Musician; Section Leader</i>	Key Developmental: <i>Group Leader; Element Leader; Band SGM/CSM</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			18+ years
			42S607C 42S607S 42S606S
		42S50	
	42S40		
42S30			

- Years are a general reference and do not reflect specific timeline expectations for individual NCOs



42S Talent Development Model – The U.S. Army Band

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

					
Key Leadership Position <small>MQ rating and highly numerated ranking</small>	Musician Support Musician	Senior Musician Senior Support Musician	Master Musician Section Leader	Group Leader Element Leader	Command Sergeant Major
Military/Civilian Education	<p>42S is exempt from PME.</p> <p>NOTE: Civilian education achieved prior to BASD is not a positive discriminator for promotion. Instead, Soldiers who have pursued lifelong learning to include civilian education acquired post BASD and have applied that knowledge to add value to the unit and the Army should be considered highly for promotion.</p>				
Key Unit -Specific Positions	<p>Librarian Adjunct; Unit History Team; GPC Holder; Auditions Team; Element Supply Representative; Soldier care initiative teams (MRT, VA, EO, DEI, BOSS, SFRG); Force Protection NCO; Retention NCO</p>	<p>Element Producer; Billing Official; State Funeral Site LNO; Assistant Section Leader; Adjunct/Associate Drum Major; Lead Auditions Coordinator; Enlisted Conductor; Concertmaster; Human Resources Adjunct</p>	<p>TUSAB Special Bugler or Drummer; Element Producer NCOIC; Assistant Drum Major; MEDPROS NCOIC; Trombone/Euphonium Workshop Chairperson (NCOIC); Stroll Leader; Blues/Downrange Music Director; Building Coordinator; Education Program Coordinator; Unit Historian NCOIC; Training</p>	<p>Drum Major; Operations SGM; Human Resources SGM; State Funeral Musical Support NCOIC; Enlisted Musical Director; Orchestra NCOIC; Senior Producer</p>	
Broadening Opportunities	<p>J3/5 Support; MDW COD Support</p>				
Military Training	<p>SHARP, MRT, P3T, MFT, EOL, BPL, UPL, CLS, Retention, Master Driver, Combatives</p>			<p>BDE Pre-Command Course (CSM only)</p>	
				<p>How the Army Runs (ASI 6R); SECARMY Leadership Seminar; Army Comptrollers Accreditation and Fiscal Law Course; FMOC</p>	



U.S. ARMY

MOS 42S – The U.S. Army Band



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: a consistent pattern of quantifiable Far Exceeds, “MQ,” and high enumeration ratings with Senior Rater comments of *strong* potential to serve at next grade while serving in a *variety* of Skill level 3 or Skill level 4 Unit Specific Positions as a SSG.

SFC: a consistent pattern of quantifiable Far Exceeds, “MQ,” and high enumeration ratings with Senior Rater comments of *strong* potential to serve at next grade while serving in a *variety* of Skill level 4 or Skill level 5 Unit Specific Positions as a SFC.

MSG: a consistent pattern of quantifiable Far Exceeds, “MQ,” and high enumeration ratings with Senior Rater comments of *strong* potential to serve at next grade while serving in a *variety* of Skill level 5 or Skill level 6 Unit Specific Positions as a MSG.

CSM/SGM: a consistent pattern of quantifiable Far Exceeds, “MQ,” and high enumeration ratings with Senior Rater comments of *strong* potential to serve at next grade while serving in a of Skill level 6 Position as a SGM.

Highly qualified looks like:

SSG: a consistent pattern of quantifiable Exceeds, “HQ,” and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in Skill level 3 or Skill level 4 Unit Specific Positions as a SSG.

SFC: a consistent pattern of quantifiable Exceeds, “HQ,” and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in Skill level 4 or Skill level 5 Unit Specific Positions as a SFC.

MSG: a consistent pattern of quantifiable Exceeds, “HQ,” and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in Skill level 5 or Skill level 6 Unit Specific Positions as a MSG.

CSM/SGM: a consistent pattern of quantifiable Exceeds, “HQ,” and high enumeration ratings with Senior Rater comments of potential to serve at next grade while serving in a of Skill level 6 Position as a SGM.



MOS 42S – The U.S. Army Band



PHYSICAL FITNESS

Most qualified looks like:

SSG-CSM/SGM: 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence *leading teams* in one or more Holistic Health and Fitness (H2F) domains including: ACFT NCOIC, Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, etc.

Highly qualified looks like:

SSG-CSM/SGM: 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented individual excellence in one or more H2F domains.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG-CSM/SGM: Demonstrated continuous lifelong learning through pursuit of professional and personal development, graduate level studies, courses, professional certifications, professional coaching and instruction *that enhances the Soldier's MOS and adds significant value to the unit and the mission as a force multiplier.*

Highly qualified looks like:

SSG-CSM/SGM: Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, courses, professional certifications, professional coaching and instruction that enhances the Soldier's MOS and adds value to the unit and the mission.

* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is NOT a discriminator for promotion. Instead, in the spirit of the Soldier for Life mentality, Soldiers who have pursued lifelong learning should be considered highly for promotion.



MOS 42S – The U.S. Army Band



TRAINING

Most qualified looks like:

SSG-CSM/SGM: One or more: SHARP, MRT, P3T, EOL, BPL, UPL, CLS, SP2, Retention, Master Driver, Combatives

Highly qualified looks like:

SSG-CSM/SGM: One: SHARP, MRT, P3T, EOL, BPL, UPL, CLS, SP2, Retention, Master Driver, Combatives

OTHER INDICATORS

Most qualified looks like:

Demonstrated superior technical expertise in the primary specific mission of the Soldier; added *significant* value and innovation to the unit and the mission. Led multiple/large teams to achieve high profile mission success.

Highly qualified looks like:

Demonstrated excellence in the primary specific mission of the Soldier; added value and innovation to the unit and the mission. Led small team(s) to achieve mission success.

SSG-SFC: Audie Murphy, Army Band NCO of the Year, COL Finley Hamilton Award (SSG only), Expert Soldier Badge, MOVSM for volunteer service, German Armed Forces Proficiency Badge, German Schützenschnur Badge, TUSAB LPD Course Selection

MSG-SGM: Balance of Unit Specific Positions throughout career, MOVSM for volunteer service, Commander's/1SG Course Selection, SECARMY LDS, Mentor for TUSAB LPD Courses



MOS 42S – The U.S. Army Band



ASSIGNMENTS (Key Development Positions, Unit Specific Positions, and Broadening)

PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Musician; Support Musician; (Skill Level 3 positions); Entry Level operational positions of the unit that perform day-to-day operations and develop leadership attributes and competencies; Librarian Adjunct; Unit History Team; GPC Holder; Auditions Team; Element Supply Representative; Soldier care initiative teams (MRT, VA, EO, DEI, BOSS, SFRG); Force Protection NCO; Retention NCO

SFC: Senior Musician; Senior Support Musician; (Skill Level 4 positions); Tactical leadership positions within the unit that execute/support the day-to-day operations and develop leadership attributes and competencies for the Soldier and their teams; Element Producer (small teams); Billing Official; State Funeral Site LNO; Adjunct/Associate Drum Major; Enlisted Conductor; Concertmaster

MSG: Section Leader; Master Musician: (Skill Level 5 positions); Operational positions that involve leading teams of Soldiers, executing/supporting high-level missions and leader development; TUSAB Special Bugler or Drummer; Element Producer NCOIC; Asst. Drum Major; MEDPROS NCOIC; Trombone/Euphonium Workshop NCOIC; Stroll Leader; Blues/Downrange Music Director; Building Coordinator; Education Program Coordinator; Unit Historian NCOIC; Auditions Coordinator NCOIC; LPD NCOIC

CSM/SGM: Drum Major; Group Leader; Element Leader; Command Sergeant Major; (Skill Level 6 positions); Strategic positions that involve providing vision, direction and leader development for specific elements and/or the unit at large; Operations SGM; Human Resources SGM; Senior Producer; Orchestra NCOIC; State Funeral Musical Support NCOIC; Enlisted Musical Director; Training NCOIC

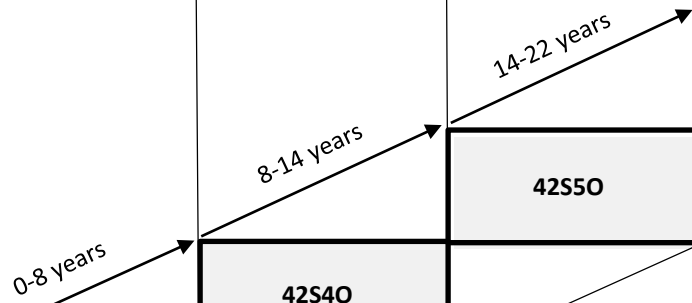
Army wide Special Duty Assignments are specific, defined and provided in the Annex to the Board MOI



MOS 42S - The U.S. Army Field Band Progression Chart








E6: Musician/ Support Musician	E7: Senior Musician/ Senior Support Musician	E8: Master Musician/ Section Leader	E9: CSM/Element Leader/ Group Leader
Key Developmental: <i>Musician; Support Musician</i>	Key Developmental: <i>Senior Musician; Senior Support Musician; Section Leader</i>	Key Developmental: <i>Master Musician; Master Support Musician; Group Leader; Section Leader</i>	Key Developmental: <i>CSM; Element Leader; Group Leader</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			<div style="border: 2px solid black; padding: 5px; text-align: center;"> 42S607C 42S607S 42S606S </div>
		<div style="border: 2px solid black; padding: 5px; text-align: center;"> 42S50 </div>	
	<div style="border: 2px solid black; padding: 5px; text-align: center;"> 42S40 </div>		
<div style="border: 2px solid black; padding: 5px; text-align: center;"> 42S30 </div>			



- Years are a general reference and do not reflect specific timeline expectations for individual NCOs

42S Talent Development Model – U.S. Army Field Band

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

					
Key Leadership Position	Musician Support Musician	Senior Musician Senior Support Musician Section Leader	Master Musician Master Support Musician Group Leader Section Leader	Element Leader Group Leader	Command Sergeant Major
Military/Civilian Education	* MOS 42S is exempt from PME per AR 600-8-19. Most unit members earned degrees prior to enlisting in the Army including bachelor's through doctorate levels. Degrees earned prior to enlistment are not considered discriminators for promotion. Continuous pursuit of civilian education				
Key Unit Specific Positions	Musician, Support Musician, Operations Tour Coordinator, Supply NCO; Property Book NCO; Videographer, Audio Engineer, Production Team member, Music Arranger, Small Group member, Librarian, Assistant Librarian, Media liaison, DTS Team member, Physical Training Staff, Event Equipment Set-up; Event Equipment Tear-down; Soloist; Assistant Drum Major, Retention Team, Social Media Team, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Senior Musician, Senior Support Musician, Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group member, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Master Musician, Master Support Musician, Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group leader, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff; Emergent collateral duties.	Operations NCOIC; S1 Human Resources; Element Leader; Group Leader.	
Broadening Opportunities	N/A				
Military Training	MRT, SHARP, EOL, CFD-Instructor Course, Air Assault, Airborne UPL, HAZMAT, Master Driver, IMO, Unit Safety Officer, GCSS-A Unit Supply, DA Retention Training			BN/BDE Pre-Command Course	
	Company Commander/1SG Course			Secretary of the Army Leadership Seminar; Manager Development Course; Army Comptrollers Accreditation and Fiscal Law Course; FMOC; HTAR	

MOS 42S – The U.S. Army Field Band



Special Band Musicians (42S) demonstrate superior musical expertise equivalent or higher than professional performers in the music industry at all skill levels to accomplish the highest standards of mission success. Support Musicians demonstrate comparable degree of expertise in respective positions.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musician or Support Musician (multiple positions within TUSAFB); demonstrated outstanding performance in training element, group, or sections.

SFC: Senior Musician, or Senior Support Musician (multiple positions within TUSAFB), Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

MSG: Section Leader, Master Musician, (multiple positions within TUSAFB), Group Leader, Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within TUSAFB); demonstrated excellence and potential to succeed at a higher level of responsibility in leadership, supervisory, and management functions.

Highly qualified looks like:

SSG: Musician or Support Musician (multiple positions within TUSAFB); demonstrated excellence in training element, group, or sections.

SFC: Senior Musician, or Senior Support Musician (multiple positions within TUSAFB), Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

MSG: Section Leader, Master Musician (multiple positions within TUSAFB), Group Leader, Section Leader; demonstrated excellence and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within TUSAFB); demonstrated excellence and potential to succeed at a higher level of responsibility in leadership, supervisory, and management functions.

MOS 42S – The U.S. Army Field Band



U.S. ARMY

PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

Highly qualified looks like:

SSG-SGM: High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG-SGM: Successfully completed military and/or civilian education.

Highly qualified looks like:

SSG-SGM: Continuously sought military and/or civilian education.

* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is NOT a discriminator for promotion. Instead, in the spirit of the Soldier for Life mentality, Soldiers who have pursued lifelong learning should be considered highly for promotion.

MOS 42S – The U.S. Army Field Band



U.S. ARMY

TRAINING

Most qualified looks like:

SSG-SGM: Multiple: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

Highly qualified looks like:

SSG-SGM: One: Safety, Retention, OPSEC, HAZMAT, MRT, SHARP, EOL

OTHER INDICATIONS

Most qualified looks like:

SSG-SGM: Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.



MOS 42S – The U.S. Army Field Band



ASSIGNMENTS (Key Leadership Positions and Unit Specific Positions) **PROPONENT SPECIFIC CHALLENGING / HIGH RISK**

SSG: Musician; Support Musician; Operations Tour Coordinator, Supply NCO; Property Book NCO; Videographer, Audio Engineer, Production Team member, Music Arranger, Small Group member, Librarian, Assistant Librarian, Media liaison, DTS Team member, Physical Training Staff, Event Equipment Set-up; Event Equipment Tear-down; Soloist; Assistant Drum Major, Retention Team, Social Media Team, Educational Outreach Team member, and Training Staff.

SFC: Senior Musician; Senior Support Musician; Section Leader; Operations Tour Coordinator, Producer, Videographer, Supply NCO; Property Book NCO; Librarian, Audio Engineer, Small Group Leader, Music Arranger, Production Team member, Small Group member, Media liaison, Soloist; DTS Team member, Event Equipment Set-up; Event Equipment Tear-down; Physical Training Staff, Drum Major, Assistant Drum Major, Retention Team, Social Media Team NCO, Educational Outreach Team member, and Training Staff.

MSG: Group Leader; Section Leader; Master Musician; Master Support Musician; Operations Tour Director, Operations Tour Coordinator, Supply NCO; Property Book NCO; Senior Librarian, Senior Unit Producer, Event Equipment Set-up NCOIC; Event Equipment Tear-down NCOIC; Soloist; Videographer, Audio Engineer, Convoy Commander, Chief Music Arranger, Small Group Leader, Production Group Leader, DTS Team leader, Physical Training Staff NCO, Drum Major, Assistant Drum Major, Media Liaison NCO, Lodging Coordinator, Event Set-up Crew Team Leader, Event Tear-down Team Leader, Event Manager (“Road Manager”), Retention Team NCOIC, Educational Outreach Team NCOIC, and Training Staff NCOIC.

CSM/SGM: Command Sergeant Major; Element Leader; Group Leader.

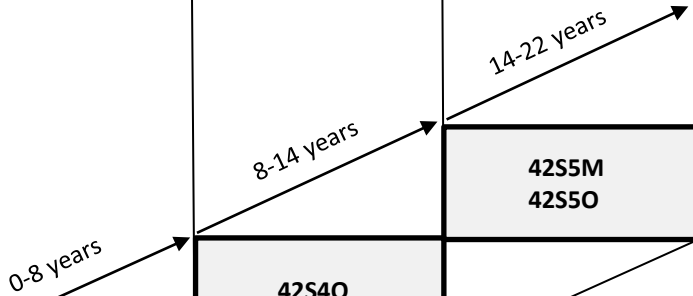
Army wide Special Duty Assignments are specific, defined and provided in the Annex to the Board MOI



MOS 42S - U.S. Army Old Guard Fife & Drum Corps Progression Chart







E-6: Musician	E7: Senior Musician	E8: 1SG/Master Musician	E9: CSM/Operations SGM
Key Developmental: <i>MPT Leader; New Soldier Trainer; Assistant Drum Major</i>	Key Developmental: <i>Section Leader; Drum Major; State Funeral SME</i>	Key Developmental: <i>First Sergeant</i>	Key Developmental: <i>Operations Sergeant Major</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			42S606C 42S606S
		42S5M 42S5O	
	42S4O		
42S3O			

- Years are a general reference and do not reflect specific timeline expectations for individual NCOs



42S Talent Development Model – *The Old Guard Fife & Drum Corps*

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

						
Key Leadership Position MQ rating and highly numerated ranking	Musician, MPT Leader, New Soldier Trainer, Assistant Drum Major	Senior Musician, Section Leader, Drum Major, State Funeral SME	Master Musician	First Sergeant	Operations SGM	Command Sergeant Major
Military/Civilian Education	MOS 42S is exempt from PME per AR 600-8-19					
	Continuous pursuit of civilian education					
Key Unit Specific Positions	Support NCO positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Education Outreach, Training, Logistics, GPC Holder, Assistant Corps Travel Coordinator, Wig Shop, Building Coordinator, Drum Shop, Instrument Repair, Production Team, PAO, Center for Martial Music.	MPT Leader; Section NCOIC positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Training, Logistics, Corps Travel Coordinator, Production Team, PAO, Center for	Group Leader; State Funeral SME; Support Element Leader positions include Human Resources and Security, Operations, Logistics, Plans and Production.		Operations SGM	Command Sergeant Major
Broadening Opportunities	N/A					
Military Training	CFD-DC (SQI 2); CFD-IC (SQI 8); SHARP (ASI 1B); MRT (ASI 8R); P3T (ASI A6); MFT (ASI P5); EOL; UPL; CLS; Retention; Master Driver; Combatives Levels I and II; TEDMMC; KM (ASI 1E); DTMS Operator; Self-Help Facilities Maintenance; GCSS-A Supply Manager; Air Assault (ASI 2B); Airborne (SQI P)				BN PCC (CSM-select only); How the Army Runs (ASI 6R); SECARMY Leadership Seminar; Army Comptrollers Accreditation and Fiscal Law Course; FMOC	
	Company CDR/1SG PCC; Lean Six Sigma (ASI 1X); Battle Staff (ASI 2S); Manager Development Course; Commander's Safety Course					



MOS 42S – The Old Guard Fife and Drum Corps



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musicians with experience as an MPT Leader, New Soldier Trainer, or Assistant Drum Major and 36 to 48 months in at least two different additional duty appointments as a Support NCO.

SFC: Senior Musicians with 36 months experience as a Section Leader and additional experience as a Section NCOIC, Drum Major, or State Funeral SME.

1SG/MSG: First Sergeant for a 24 to 36 month tour of duty and additional experience as a Group Leader, Element Leader, or State Funeral SME.

SGM: Operations Sergeant Major for a 24 to 36 month tour of duty.

Highly qualified looks like:

SSG: Musicians with experience as an MPT Leader, New Soldier Trainer, or Assistant Drum Major and 24 months in one additional duty appointment as a Support NCO.

SFC: Senior Musicians with 36 months experience as a Section Leader.

MSG: Master Musicians with 24 to 36 months experience as a Group Leader or Element Leader and additional experience as a State Funeral SME.

SGM: Operations Sergeant Major for a 24 to 36 month tour of duty.



MOS 42S – The Old Guard Fife and Drum Corps



PHYSICAL FITNESS

Most qualified looks like:

SSG-SGM: 540 and above on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; documented excellence in one or more Holistic Health and Fitness appointed duties such as Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, Master Fitness Trainer.

Highly qualified looks like:

SSG-SGM: 480-539 on the ACFT (at least 80 points per event) or at least 80 points per non-profiled events; certification as a Master Resilience Trainer, Army Pregnancy Postpartum Physical Trainer, or Master Fitness Trainer.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG-SGM: Demonstrated *long-term* lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications *that enhance the Soldier's MOS and add significant value to the unit and the mission.*

Highly qualified looks like:

SSG-SGM: Demonstrated lifelong learning through pursuit of professional and personal development, graduate-level studies, or professional certifications.

* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is NOT a discriminator for promotion. Instead, in the spirit of the Soldier for Life mentality, Soldiers who have pursued lifelong learning should be considered highly for promotion.



MOS 42S – The Old Guard Fife and Drum Corps



TRAINING

Most qualified looks like:

SSG-SFC: Multiple: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne

1SG/MSG: Company CDR/1SG PCC and Lean Six Sigma or Battle Staff

SGM: How the Army Runs and SECARMY Leadership Seminar

Highly qualified looks like:

SSG-SFC: One: Developer (SQI 2), Instructor (SQI 8), SHARP, MRT, P3T, MFT, EOL, UPL, CLS, Retention, Master Driver, Combatives Levels I and II, TEDMMC, KM, DTMS Operator, Self-Help Facilities Maintenance, GCSS-A Supply Manager, Air Assault, Airborne

1SG/MSG: Company CDR/1SG PCC, Lean Six Sigma, or Battle Staff

SGM: How the Army Runs

OTHER INDICATORS

Most qualified looks like:

SSG-SGM: Documented excellence in PMOS, appointed duties, and/or impact to the MOS/CMF indicate outstanding potential for service at the next higher grade or as Command Sergeant Major (for Sergeants Major).

- Colonel Finley R. Hamilton Award (for Staff Sergeants)
- Army Band NCO of the Year (for Staff Sergeants, Sergeants First Class, and First Sergeants/Master Sergeants)
- Competitive Army boards (for Staff Sergeants, Sergeants First Class, and First Sergeants/Master Sergeants)
- Sergeant Audie Murphy Club
- Expert Soldier Badge
- German Armed Forces Proficiency Badge
- Norwegian Foot March
- MOVSM for community service



MOS 42S – The Old Guard Fife and Drum Corps



ASSIGNMENTS (Key Developmental Positions and Unit Specific Positions) PROPONENT SPECIFIC CHALLENGING/HIGH RISK

SSG: Musician; *MPT Leader; *New Soldier Trainer; *Assistant Drum Major; Support NCO positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Education Outreach, Training, Logistics, GPC Holder, Assistant Corps Travel Coordinator, Wig Shop, Building Coordinator, Drum Shop, Instrument Repair, Production Team, PAO, Center for Martial Music.

SFC: Senior Musician; *Section Leader; *Drum Major; *State Funeral SME; MPT Leader; Section NCOIC positions include HR, Security and Cyber, Accessions and Retention, Current Ops, Future Ops, Training, Logistics, Corps Travel Coordinator, Production Team, PAO, Center for Martial Music.

1SG/MSG: *First Sergeant; Master Musician; Group Leader; State Funeral SME; Support Element Leader positions include Human Resources and Security, Operations, Logistics, Plans and Production.

CSM/SGM: Command Sergeant Major; *Operations Sergeant Major.

*Denotes a Key Developmental Position that is documented in Appointed Duties section of NCOER.

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

MOS 42S – U.S. Military Academy Band Progression Chart



E6: Musician/Support Musician	E7: Senior Musician/Senior Support Musician	E8: Section Leader	E9: Group/Element Leader/CSM
Key Developmental: <i>Musician/Support Musician</i>	Key Developmental: <i>Senior Musician/Senior Support Musician</i>	Key Developmental: <i>Section Leader</i>	Key Developmental: <i>Group/Element Leader/CSM</i>
MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A	MOS Broadening: N/A
			22+ years
			42S606S 42S606C
		42S50	
	42S40		
42S30			

- Years are a general reference and do not reflect specific timeline expectations for individual NCOs






0-8 years

8-14 years

14-22 years

42S Talent Development Model – The U.S. Military Academy Band

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

					
Key Leadership Position MQ rating and highly numerated ranking	Musician Support Musician	Senior Musician Senior Support Musician	Section Leader	Group Leader Element Leader	Command Sergeant Major
Military/Civilian Education	MOS 42S is exempt from resident PME per AR 600-8-19				
	Continuous pursuit of civilian education				
Key Unit Specific Positions	Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC.	Element Operations NCOIC, Element Production NCOIC, Cadet Club NCOIC, Chamber Ensemble NCOIC, Library Shop Head.	PAO Shop Head, S 1,2 & 4-8 Shop Head, EOL, Concert Band Group Leader, Chamber Group Leader, Marching Band Group Leader.	Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Research Center Researcher, S-3 Shop Head, Senior Producer.	
Broadening Opportunities	N/A				
Military Training	CFD-IC (SQI 8); CFD-DC (SQI 2)			BN/BDE pre-Command; Senior Enlisted JPME 2; FMOC; HTAR	
	MFT (ASI P5); MRT (ASI 8R); SHARP (ASI 1B); EO; Air Assault (ASI 2B); UPL; HAZMAT; Master Driver; UMO		CCFSPC; SECARMY Leadership Seminar; Manager Development Course CDR's Safety Course; FMOC; MFMC		

MOS 42S - U.S. Military Academy Band



Special Band Musician (42S) demonstrates superior musical expertise equivalent to professional performers in the civilian community at all skill levels to accomplish the highest standards of mission success.

LEADERSHIP POSITIONS

Most qualified looks like:

SSG: Musician or Support Musician (multiple positions within USMAB); demonstrated pattern of sustained outstanding performance in training element, group, or sections.

SFC: Senior Musician or Senior Support Musician (multiple positions within USMAB); demonstrated pattern of sustained outstanding performance as an NCOIC and potential to succeed in the next higher grade.

MSG: Section Leader (multiple positions within USMAB); demonstrated pattern of sustained outstanding performance as a Shop Head or Group Leader and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within USMAB); demonstrated pattern of sustained outstanding performance in multiple positions and potential to succeed at higher level of responsibility in performing leadership, supervisory, and management functions.

Highly qualified looks like:

SSG: Musician or Support Musician (multiple positions within USMAB); demonstrated excellence in training element, group, or sections.

SFC: Senior Musician or Senior Support Musician (multiple positions within USMAB); demonstrated excellent performance as an NCOIC and potential to succeed in the next higher grade.

MSG: Section Leader (multiple positions within USMAB); has demonstrated excellent performance as a Shop Head or Group Leader and potential to succeed in the next higher grade.

CSM/SGM: Element Leader or Group Leader (multiple positions within USMAB); demonstrated excellent performance and potential to succeed at higher level of responsibility in performing leadership, supervisory, and management functions.



U.S. ARMY

MOS 42S - U.S. Military Academy Band



PHYSICAL FITNESS

Most qualified looks like:

SSG – CSM: Outstanding achievement on the ACFT; completion of highly rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

Highly qualified looks like:

SSG – CSM: High achievement on the ACFT; completion of rigorous Army or off-duty fitness; outstanding unit contributions as MRT, MFT, or related skill; other outstanding fitness achievements.

MILITARY/CIVILIAN EDUCATION

Most qualified looks like:

SSG – CSM: Demonstrated *long-term* lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications *that enhance the Soldier's MOS and add significant value to the unit and the mission.*

Highly qualified looks like:

SSG – CSM: Demonstrated lifelong learning through pursuit of professional and personal development, graduate level studies, or professional certifications.

* MOS 42S is exempt from PME per AR 600-8-19. The majority of 42S enter the Army with advanced degrees. As a result, civilian education attained prior to BASD is NOT a discriminator for promotion. Instead, in the spirit of the Soldier for Life mentality, Soldiers who have pursued lifelong learning should be considered highly for promotion.



U.S. ARMY

MOS 42S - U.S. Military Academy Band



TRAINING

Most qualified looks like:

SSG: Multiple: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

SFC: Multiple: MFT, MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

MSG: Multiple: MFT, MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

SGM/CSM: Multiple: MFT, MRT, SHARP, EOL, IG, SQI 8 (instructor qualified courses)

Highly qualified looks like:

SSG: One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

SFC: One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

MSG: One: MFT, MRT, SHARP, EOL, SQI 8 (instructor qualified courses)

CSM/SGM: One: MFT, MRT, SHARP, EOL, SQI 8

OTHER INDICATORS

Most qualified may also include:

SSG - CSM: Exceptional performance and outstanding potential to succeed at the next rank or level of responsibility; performance in collateral duties; impact to mission; Audie Murphy Club; Army Band Noncommissioned Officer of the Year; Installation wide NCO of the Year; Colonel Finley R. Hamilton Outstanding Military Musician Award (SSG only); competitive Army boards.

MOS 42S – U.S. Military Academy Band



ASSIGNMENTS (Key Leadership Positions and Unit Specific Positions) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Musician; Support Musician; Element-specific Operations NCO, Cadet Club NCO, Library NCO, Drum Major NCO, Drill and Ceremony NCO, PAO NCO, PAO Content Creator, Social Media Team Manager, MRT NCO, Music Copyist/Arranger NCO, S-1 NCO, S-2 NCO, S-3 NCO, S-4 NCO, S-5 NCO, S-6 NCO, MFT NCO, P3T NCO, S-8 NCO, UPL/ASAP NCOIC.

SFC: Senior Musician; Senior Support Musician; Element Operations NCOIC, Element Production NCOIC, Library Shop Head, Cadet Club NCOIC, Chamber Ensemble NCOIC.

MSG: Section Leader; PAO Shop Head, S 1,2 & 4-8 Shop Head, EOL, Concert Band Group Leader, Chamber Group Leader, Marching Band Group Leader.

CSM/SGM: Group Leader; Element Leader; Command Sergeant Major; S-3 Shop Head, Benny Havens Band Element Leader, Ceremonial Concert Band Element Leader, Field Music Element Leader, Support Staff Element Leader, West Point Music Research Center Researcher, Senior Producer.

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