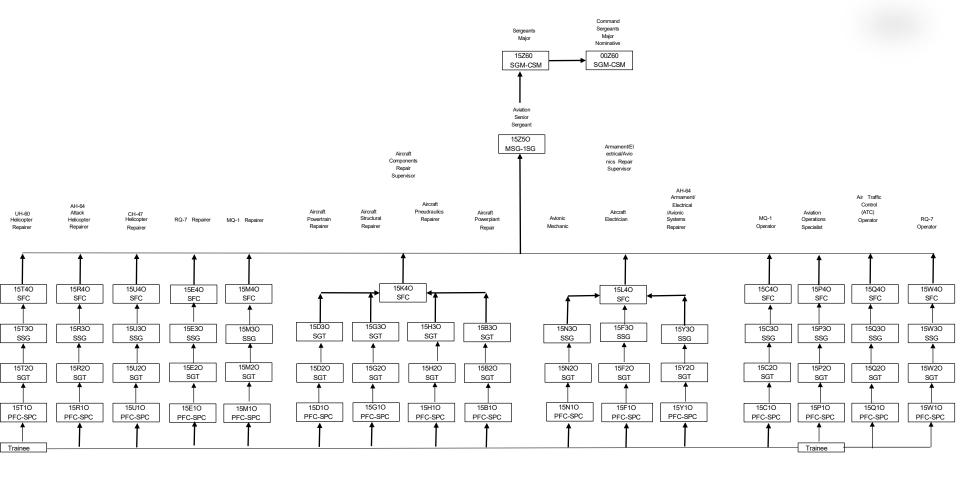


# **CMF 15 Progression Chart**







# **15B Aircraft Powerplant Repairer**



## 15B Aircraft Powerplant Repairer Talent Development Model

10 12 18 20 22 24 26 30 Years of Service Key Leadership Drill Sergeant, See 15K See 15Z See 15Z Aircraft Powerplant Position MQ rating and highly Supervisor numerated ranking MLC Military/Civilian Education Bachelor's Degree Master's Degree Associate's Degree See 15Z Drill Sergeant; See 15K See 15Z Aircraft Powerplant Key Supervisor Development Instructor; Recruiter; Small **Group Leader; Training** Developer Broadening Opportunities Airborne; Air Assault; Ranger; SERE-C Jump Master; MFT; MRT; SHARP; EOL Military Training Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course





The Aircraft Powerplant Repairer serves, leads, or supervises as a member of a maintenance section that performs inspections, testing, repairs, and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft powerplant subsystems, assemblies, and components.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aircraft Powerplant Supervisor or as a Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an Aircraft Powerplant Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

#### CIVILIAN EDUCATION

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; Aircraft Powerplant Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Aircraft Powerplant Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A

## Highly Qualified looks like:

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## OTHER INDICATORS

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15C MQ-1 Operator



## 15C MQ-1 Operator Talent Development Model

2 10 14 16 18 20 22 24 28 30 Years of Service Platoon Sergeant; Key Leadership MQ-1 Instructor See 15Z See 15Z **Drill Sergeant; Senior** Operator; Drill Sergeant Position Small Group Leader MQ rating and highly numerated ranking MLC SMC BLC Nom Military/Civilian Education Bachelor's Degree Master's Degree Associate's Degree See 15Z MQ-1 Instructor Platoon Sergeant; Drill See 15Z Operator; Drill Sergeant; Senior Small Key Sergeant **Group Leader** Development Doctrine Developer; Instructor; Recruiter; Small Group Leader; Talent Management NCO; Training Developer; UAS Evaluation NCO Broadening Opportunities Airborne; Air Assault; Ranger; SERE-C Instructor Operator Course; Jump Master; MFT; MRT; SHARP; EOL Military Training Aviation Master Gunner Course; Air Cav Leaders Course; Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course





The MQ-1 Operator serves, leads, or supervises as part of a section that engages in operating and remotely piloting of the MQ-1 UAS platforms, conducts site selection, emplacement and deployment of the air vehicles and ground equipment, performs Mission Commander duties to include planning, analyzing and execution of reconnaissance surveillance, targeting and acquisition missions.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as a MQ-1 Instructor Operator (I/O) or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as a MQ-1 Instructor Operator (I/O) or a MQ-1 Sergeant with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Platoon Sergeant with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

### **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# <u>ASSIGNMENTS (Broadening and Key Developmental)</u> PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; MQ-1 I/O; MQ-1

Sergeant

**SFC:** Drill Sergeant; Doctrine Developer; Instructor; Recruiter; Small Group Leader SLC; Senior Small Group Leader ALC; Training Developer; UAS Evaluation NCO; Talent Management NCO; Platoon

Sergeant

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The MQ-1 Operators that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

**SSG:** Air Cav Leaders Course **SFC:** Air Cav Leaders Course

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Instructor Operator Course, Aviation Master Gunner Course, Jumpmaster, Ranger, Battle Staff, RASP, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Instructor Operator Course, Aviation Master Gunner Course, Jumpmaster, Ranger, Battle Staff, RASP, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Remote Pilot FAA Certification, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB)

**SFC:** Remote Pilot FAA Certification, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports) Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15D Aircraft Powertrain Repairer



## 15D Aircraft Powertrain Repairer Talent Development Model

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				Sup	raft Powertra ervisor; Drill geant	in	See 15K		See :	15Z	See 1	5Z				
Military/Civilian Education		BLC		ALC	SLC Associ	ciate's Deg	MLC gree	Bachelor's D	egree	SMC		Nom Master's I	Degree			
Key Development				Aircra Powe Super Serge	rtrain visor; Drill		See 1	5K	See	15Z		Se	ee 15Z			
Broadening Opportunities				Group L	; Recruiter; Sm eader; Training eveloper											
Military Training		Airbo		Jump Mas	ger; SERE-C ster; MFT; MRT; Battle Staff; Arr Management Course, Missic Digital Master C	ny Knowle Qualificat on Comma	edge ion ind									





The Aircraft Powertrain Repairer serves, leads, or supervises as a member of a maintenance section that performs inspections, testing, repairs, and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft powertrain subsystems, assemblies, and components.

## **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aircraft Powertrain Supervisor or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an Aircraft Powertrain Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

#### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; ACFT Powertrain Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Aircraft Powertrain Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

# OTHER INDICATORS

#### **Most Qualified looks like:**

**SSG:** ASNT Central Certification Program Level II - Ultrasonic Testing (ACCP-UT) Certification, Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15E RQ-7 Repairer



## 15E RQ-7 Repairer Talent Development Model

ears 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				Insp	7 Technical pector; Drill geant			Q-7 System ill Sergeant	See 1	5Z	See :	15Z				
Military/Civilian Education		BLC		ALC	SLC	ociate's De	MI	LC Bachelor's D	Degree	SMC		Nom Master's [	)egree			
Key Development					Technical ctor; Drill Se	rgeant	Senior RO Chief; Dril	)-7 System Il Sergeant	See	<b>15</b> Z		Se	ee 15Z			
Broadening Opportunities					ver Controller/ up Leader; Tale Evaluation I	ent Manag		Test and								
				Airbo	orne; Air Assau	lt; Ranger;	; SERE-C									
MilitaryTraining				Inst	tructor Operato	or Course;	Jump Master	; MFT; MRT; SH	IARP; EOL							
remote y framing						Battle Staf Course, M	ff; Army Know ission Comma	rledge Manage and Digital Mas	ment Qualificat ter Gunner Cou	tion rse						





The RQ-7 Repairer serves, leads, or supervises as a member of a maintenance section that inspects and performs repairs on aircraft electrical, avionics, propulsion, fuel, optical payload, and weapons systems and the Ground Control Station, Ground Data Terminal, and takeoff and landing systems of the RQ-7 system.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as a RQ-7 Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level **SFC:** 24 months as a Senior RQ-7 System Chief or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as a RQ-7 Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Senior RQ-7 System Chief with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Brigade UAS Repair NCO OC/T; Drill Sergeant; HARS Troop UAS Maintenance OC/T; Instructor; Recruiter; Small Group Leader ALC; Test and Evaluation NCO; Training Developer; RQ-7 Technical Inspector

**SFC:** Drill Sergeant; Instructor; Recruiter; Senior UAS Maintenance NCO; Talent Management NCO; Senior RQ-7 System Chief

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The RQ-7 Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A SFC: N/A

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## **OTHER INDICATORS**

#### **Most Qualified looks like:**

**SSG:** ASTM NCATT Radio Communication Systems (RCS) Certification, Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB)

**SFC:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award) Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15F Aircraft Electrician**



## **15F Aircraft Electrician Talent Development Model**

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					aft Electrician rvisor; Drill eant	:	See 15L		See 1	.5Z	See 1	.5Z				
Military/Civilian Education		BLC		ALC	SLC	iate's Degre	MLC e	Bachelor's D	egree	SMC		Nom Master's D	egree			
Key Development				Aircraf Electri Super Sergea	cian ⁄isor; Drill		See 1	5L	See	15Z		Se	e 15Z			
Broadening Opportunities			Ir	Group Le	Recruiter; Sma eader; Training eveloper	"										
MilitaryTraining		Airbor		ımp Mast	ger; SERE-C ter; MFT; MRT; lattle Staff; Arm Management C Course, Missio ligital Master G	ny Knowledg Qualification on Command	ge 1									





The Aircraft Electrician serves, leads, or supervises as a member of a maintenance section that performs inspections, testing, repairs, and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures of aircraft electrical systems and electronic components to include associated subsystems by applying the principles of electricity/electronics, hydrostatic motion, pneumatics, and hydraulics.

# **LEADERSHIP POSITIONS Most Qualified looks like:**

**SSG:** 24 months as an Aircraft Electrician Supervisor or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## Highly Qualified looks like:

**SSG:** 18 months as an Aircraft Electrician Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; Aircraft Electrician Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Aircraft Electricians that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING

**Most Qualified looks like:** 

SSG: N/A

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15G Aircraft Structural Repairer**



## 15G Aircraft Structural Repairer Talent Development Model

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					aft Structural ervisor; Drill eant	S	ee 15K		See 1	.5Z	See 1	1.5Z				
Military/Civilian Education		BLC		ALC	SLC	ciate's Degree	MLC	Bachelor's D	egree	SMC		Nom Master's D	egree			
Key Development					ft Structural visor; Drill ant		See 15	5K	See	15Z		Se	e 15Z			
Broadening Opportunities				Group Le	; Recruiter; Sma eader; Training eveloper	ull .										
MilitaryTraining		Airbor		ump Mast	ger; SERE-C ter; MFT; MRT; Battle Staff; Arn Management ( Course, Missic Digital Master G	ny Knowledge Qualification on Command										





The Aircraft Structural Repairer serves, leads, or supervises as a member of a maintenance section that performs inspections, fabrication, repairs and maintenance on aircraft structures according to drawings, blueprints, directives, technical manuals, and safety procedures.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aircraft Structural Supervisor or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

### **Highly Qualified looks like:**

**SSG:** 18 months as an Aircraft Structural Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# <u>ASSIGNMENTS (Broadening and Key Developmental)</u> PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Instructor; Recruiter; ALC Small Group Leader; Training Developer; Aircraft Structural Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Aircraft Structural Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A

## Highly Qualified looks like:

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15H Aircraft Pneudraulics Repairer



## 15H Aircraft Pneudraulics Repairer Talent Development Model

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					aft Pneudrau ervisor; Drill eant	ulics	See 15K		See 1	.5Z	See 1	.5Z				
Military/Civilian Education		BLC		ALC	SLC	ciate's Deg	MLC	Bachelor's [	)egree	SMC		Nom Master's D	egree			
Key Development					lraulics visor; Drill		See 1	5K	See	15Z		Se	e 15Z			
Broadening Opportunities			11	Group Le	; Recruiter; Sm eader; Training eveloper	all										
Military Training		Airbor		ump Mas	ger; SERE-C ter; MFT; MRT Battle Staff; An Management Course, Missi Digital Master	my Knowle Qualification	dge on nd									0.0





The Aircraft Pneudraulics Repairer serves, leads, or supervises as a member of a maintenance section that performs inspections, fabrication, repairs and maintenance on aircraft pneudraulic subsystems, assemblies, and components according to drawings, blueprints, directives, technical manuals, and safety procedures.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aircraft Pneudraulics Supervisor or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an Aircraft Pneudraulics Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

## **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; Aircraft Pneudraulics Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Aircraft Pneudraulics Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15K Aircraft Components Repair Supervisor



# 15K Aircraft Components Repair Supervisor Talent Development Model

Years of Service	2		4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W															
Key Leadership Position MQ rating and highly numerated ranking					5 5 5	control NCC upervisor; upervisor;	D; Aircraft M Aircraft Con Avionics Ma Drill Sergea		See	15Z	See 1	15Z				
Military/Civilian Education		BLC		ALC	SLC	sociate's Deg	MLC	Bachelor's D	egree	SMC		Nom Master's D	egree			
Key Development						control NCC upervisor; upervisor;	); Aircraft M Aircraft Con Avionics Ma Drill Sergea		See	≥ 15Z		Se	e 15Z			
Broadening Opportunities							Observer Cor Senior Small	Senior Enlisted ntroller/Train Group Leader ation NCO; Tra Managen	er; OPS Serge ; Senior Drill S ining Develo	ant; Recruiter Sergeant; Tes						
MilitaryTraining							Battle S	taff; Army Kno	SHARP; EOL	agement						





The Aircraft Component Repair Supervisor instructs and supervises maintenance, repairs and inspections of aircraft components, aviation communications and other electronic/electrical systems by allied shops personnel and performs administrative duties, prepares evaluations, special reports, records and recommends and/or administers plans and policies pertaining to aircraft component repair.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SFC:** 24 months as a Platoon Sergeant, Production Control NCO, Aircraft Component Repair Supervisor, Aircraft Maintenance Supervisor, Avionics Maintenance Supervisor, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SFC:** 18 months as a Platoon Sergeant, Production Control NCO, Aircraft Component Repair Supervisor, Aircraft Maintenance Supervisor or Avionics Maintenance Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SFC:** Aircraft System Repair NCO; ASES Corrosion Safety; Aviation Senior Enlisted Assignment Manager; AVUM PC NCO OC/T; Drill Sergeant; FSC Trainer O/C; Instructor; OPS Sergeant; Recruiter; Small Group Leader SLC; Senior Drill Sergeant; Senior Training Management NCO; Senior SGL ALC; Test and Evaluation NCO; Training Developer; Talent Management NCO; Weapons Sustainment NCOIC; Aircraft Component Repair Supervisor; Aircraft Maintenance Supervisor; Aircraft Production Control NCO; Avionics Maintenance Supervisor; Platoon Sergeant

\* Approximately 50% of all SFC requirements are in the Generating Force. The Aircraft Component Repair Supervisors that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SFC: N/A

# **Highly Qualified looks like:**

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

### **OTHER INDICATORS**

### **Most Qualified looks like:**

**SFC:** Airframe and Powerplant (A&P) Certificate, FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15L Armament/Electrical/Avionics Repair Supervisor



# 15L Armament/Electrical/Avionics Repair Supervisor Talent Development Model

Years of Service	2		4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W															
Key Leadership Position MQ rating and highly numerated ranking					S F		NCO; Aircra m Superviso Control NCO	; Avionics		.5Z	See 1	.5Z				
Military/Civilian Education		BLC	А	LC	SLC	sociate's Degr	MLC	Bachelor's Deg	gree	SMC		Nom Master's D	egree			
Key Development						Productio Aircraft A Superviso	r; Aircraft P CO; Avionic	PC) NCO; enior System Production		15Z		Se	e 15Z			
Broadening Opportunities							Advisor; Ca Logistics NC	Controller/Trair areer Advisor; D O; Recruiter; Te Developer; Tale	orill Sergean est and Evalu	t; Material lation NCO;						
MilitaryTraining							Battle St	r Assault; Jump MFT; MRT; Sl taff; Army Knov ion Course, Mis Master Gunr	HARP; EOL vledge Mana ssion Comma	agement						40





The Armament/Electrical/Avionics Repair Supervisor instructs and supervises maintenance, repairs and inspections of aircraft components, aviation communications and other electronic/electrical systems by allied shops personnel and performs administrative duties, prepares evaluations, special reports, records and recommends and/or administers plans and policies pertaining to aircraft component repair.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SFC:** 24 months as a Platoon Sergeant, Production Control NCO, ARM/ELECT/AVIONIC Supervisor, Aircraft Armament Senior System Supervisor, Avionics Electronic System Supervisor, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SFC:** 18 months as a Platoon Sergeant, Production Control NCO, ARM/ELECT/AVIONIC Supervisor, Aircraft Armament Senior System Supervisor or Avionics Electronic System Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

# **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SFC: ARM/ELECT/AVIONIC Supervisor; AVN ARMT NCO OC/T; BDE AMMO/AVIONIC OC/T; Command SGM NCO; Drill Sergeant; ELEC Avionics Repair NCO; Instructor; Material Logistics NCO; OPS Sergeant; Recruiter; Senior ELECT Avionic Repair NCO; Senior Training Management NCO; Senior Small Group Leader ALC; Senior Small Group Leader SLC; Test and Evaluation NCO; Training Developer; Talent Management NCO; Validator (AV MECH); Aircraft Armament Senior System Supervisor; Aircraft Production Control NCO; Avionics Electrical System Supervisor; Platoon Sergeant

\* Approximately 50% of all SFC requirements are in the Generating Force. The Armament/Electrical/Avionics Repair Supervisors that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SFC: N/A

# **Highly Qualified looks like:**

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

### **OTHER INDICATORS**

#### **Most Qualified looks like:**

**SFC:** Airframe and Powerplant (A&P) Certificate, FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15M MQ-1 Repairer



# 15M MQ-1 Repairer Talent Development Model

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			Se Te	Q-1 Mainten ction Sergea chnical Inspe rgeant	nt; MQ-1	Platoon Serg	geant	See 1	5Z	See 15Z	:				
Military/Civilian Education		BLC	ALC	SLC Asso	ociate's Degree	MLC	Bachelor's D	)egree	SMC		<b>Nom</b> laster's Deg	ree			
Key Development			Sectio Techn	Maintenanc n Sergeant; I ical Inspecto ergeant	MQ-1	atoon Serg	eant	See	15Z		See :	15Z			
Broadening Opportunities			Instr	uctor; Recruite	er; Small Grou <sub>l</sub> Manage	p Leader; Tra ement NCO	ining Devel	loper; Talent							
					t; Ranger; SER										
MilitaryTraining			Inst	Battle Staff;	or Course; Jum Army Knowled Sion Command	dge Managei	ment Qualit	fication Course							





The MQ-1 Repairer serves, leads, or supervises as a member of a maintenance section that inspects and performs repairs on aircraft electrical, avionics, propulsion, fuel, optical payload, and weapons systems and the Ground Control Station, Ground Data Terminal, and takeoff and landing systems of the MQ-1 system.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as a MQ-1 Maintenance Section Sergeant, MQ-1 Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SSG:** 18 months as a MQ-1 Maintenance Section Sergeant or MQ-1 Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Platoon Sergeant with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

#### CIVILIAN EDUCATION

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; MQ-1

Maintenance Section Sergeant; MQ-1 Technical Inspector

SFC: Drill Sergeant; Instructor; Recruiter, Small Group Leader SLC, Training Developer; Talent

Management NCO; Platoon Sergeant

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The MQ-1 Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A SFC: N/A

# Highly Qualified looks like:

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### OTHER INDICATORS

#### **Most Qualified looks like:**

**SSG:** ASTM NCATT Radio Communication Systems (RCS) Certification, Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB)

**SFC:** ASTM NCATT Radio Communication Systems (RCS) Certification, Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15N Avionics Mechanic**



# 15N Avionics Mechanic Talent Development Model

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					nic Line rvisor; Drill eant	S	ee 15L		See 1	5Z	See 1	5Z				
Military/Civilian Education		BLC		ALC	SLC Assoc	ciate's Degree	MLC	Bachelor's D	egree	SMC		Nom Master's D	egree			
Key Development				Avioni Superv Sergea	isor; Drill		See 15	5L	See	<b>15</b> Z		Se	e 15Z			
Broadening Opportunities			D Cc	mmunica	ant; Recruiter; S ations Scheduli g Developer	SA ng										
Military Training		Airbor		ump Mast	er; SERE-C er; MFT; MRT; lattle Staff; Arn Management ( Course, Missio Digital Master G	ny Knowledg Qualification on Command										





The Avionics Mechanic serves, leads, or supervises as a member of a maintenance section that performs inspections, testing, repairs, and maintenance according to drawings, blueprints, directives, technical manuals, and safety procedures on aircraft flight controls, stabilization systems, avionics and controlled cryptographic equipment.

# **LEADERSHIP POSITIONS Most Qualified looks like:**

**SSG:** 24 months as an Avionic Line Supervisor, Avionics NCOIC or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SSG:** 18 months as an Avionic Line Supervisor or Avionics NCOIC with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

#### CIVILIAN EDUCATION

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Avionics NCOIC; Drill Sergeant; Instructor; Recruiter; SA Communications Scheduling; Small Group Leader BLC; Small Group Leader ALC; Training Developer; Training Management NCO; Avionic Line Supervisor

\* Approximately 50% of all SSG requirements are in the Generating Force. The Avionic Mechanics that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A

# **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** ASTM NCATT Autonomous Navigation Systems (ANS) Certification, ASTM NCATT Radio Communication Systems (RCS) Certification, Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15P Aviation Operations Specialist**



# **15P Aviation Operations Specialist Talent Development Model**

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				Sergear Operati Airfield	n Operations nt; Assistant ions Sergean Operations nt; Drill Serge	AviationO t; A A eant S	latoon Serge Operations Se Wiation Oper Irfield Opera enior OPS SG enior Small G	rgeant, Ass ations Serge itions Serge T, Drill Serge	istant See 1 eant, eant, geant;	5Z	See 1	.5Z				
Military/Civilian Education		BLC		ALC	SLC	ociate's Deg	MLC	Bachelor's D	egree	SMC		Nom Master's D	egree			
Key Development				Sergean Operati Airfield	n Operations nt; Assistant ons Sergean Operations nt; Drill Serge	Aviation t;	Platoon Ser Operations Aviation Op Airfield Ope Senior OPS Senior Smal	Sergeant, A erations Se erations Ser SGT, Drill Se	ssistant <sup>See</sup> rgeant, geant, ergeant;	15Z		Se	e 15Z			
Broadening Opportunities				Controll	er/Trainer; Re	cruiter; SA	visor; Instructo RC; Small Grou oper; Talent M	ıp Leader; Te								
Military Training	ADAM	/BAE Cell	E	Ju Battle Staff Irse, Missic epower Co	ump Master; N ; Army Knowlo on Command D urse, Joint Air	MFT; MRT; Sedge Mana Digital Mass	Ranger; SERE- SHARP; EOL gement Qualif ter Gunner Cou s Command and Airspace Cour	ication ırse; Joint d Control								





The Aviation Operations Specialist serves, leads, or supervises as part of a section that operates and maintains flight operations equipment, conducts aircraft mission planning, maintains individual aircrew flight records, and assists in development of operation, warning, and fragmentary orders, prepares and updates appropriate maps and charts, current DOD flight publications, and air traffic advisory service.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aviation Operations Sergeant, Assistant Aviation Operations Sergeant, Airfield Operations Sergeant or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, Aviation Operations Sergeant, Assistant Aviation Operations Sergeant, Airfield Operations Sergeant, Senior OPS SGT, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an Aviation Operations Sergeant, Assistant Aviation Operations Sergeant or Airfield Operations Sergeant with a pattern of Exceeded the Standard or HQ ratings with strong enumeration **SFC:** 18 months as a Platoon Sergeant, Aviation Operations Sergeant, Airfield Operations Sergeant or Senior OPS SGT with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

SSG: Airfield Operations SGT; Aviation Operations Instructor; BDE Flight OPS NCO OC/T; Combat Skills Instructor; Doctrine Developer; Drill Sergeant; Flight OPS NCO OC; Instructor; JT Flight OPS Coordinator; ; MIL FLT Specialist; Recruiter; Small Group Leader ALC; Test and Evaluation NCO; VR Recruiter; Aviation Operations SGT; Assistant Aviation Operations SGT

SFC: ABN BN S3 NCO OC/T; Airfield Operations Sergeant; Assistant Aviation Training Sergeant; Aviation Operations Sergeant OC/T; Aviation TAF NCO OC/T; Aviation UAS NCO; BDE FLT OPS NCO OC/T; C2 Cell Air Operations NCO; Doctrine Developer; Drill Sergeant; EO Advisor; First Sergeant; Instructor; Intel PME Specialist; Platoon Sergeant; Recruiter; Regional Senior Aviation OPS Sergeant; Regional NOTAM NCO; SAR Coordinator; SARC; Senior Aviation OPS NCO; Senior OPS SGT; Senior Small Group Leader SLC; Training Developer; Talent Management NCO; TOC Trainer OC; UAS OPS NCOIC; Assistant Aviation Operations Sergeant; Aviation Operations Sergeant

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

<sup>\*</sup> Approximately 50% of all SSG and SFC requirements are in the Generating Force. The Aviation Operations Specialists that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.





#### **TRAINING**

#### Most Qualified looks like:

**SSG:** Joint Firepower Course, Joint Air Operations Command and Control Course, Echelons Above Brigade Airspace Course

# **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### OTHER INDICATORS

#### Most Qualified looks like:

**SSG:** FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** FCC General Radiotelephone Operator License, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15Q Air Traffic Control Operator**



# 15Q Air Traffic Control Operator Talent Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W														
Key Leadership Position MQ rating and highly numerated ranking			Serge Serge Staff	ing NCO; A2C eant; A2C2 eant (SFAB); A NCO; Facility ; Drill Sergear	тс	Platoon Se ATC Senior Sergeant; F Chief; Drill	Facility	See 15	5Z	See 1	.5Z				
Military/Civilian Education		BLC	ALC	SLC	ciate's De	MLC	Bachelor's De	egree	SMC		Nom Master's [	Degree			
Key Development			Serge Serge Staff	ing NCO; A2C; eant; A2C2 eant (SFAB); A NCO; Facility ; Drill Sergear	тс	Platoon Ser ATC Senior Sergeant; F Chief; Drill	acility	See :	15Z		Se	ee 15Z			
Broadening Opportunities				ctor; Observer ( r; Training Deve	eloper; Tra										
MilitaryTraining	ADAM/B	AE Cell Air G	Battle Stat Course, Miss Firepower Co	ion; Airborne; A Jump Master; N if; Army Knowle ion Command D ourse, Joint Air e, Echelons Abc	MFT; MRT; edge Mana igital Mas Operation	SHARP; EOL agement Qualif ter Gunner Cou s Command and	ication ırse; Joint d Control								





The Air Traffic Control Operator serves, leads, or supervises as part of a section that conducts air traffic services following FAA and DoD policy, issues flight instructions and clearances, formulates data for Terminal Instrument Procedures, assists Air Control Authority with the Army Airspace Command and Control system, operates air traffic control towers, ground controlled approach radars, and airspace information center facilities and conducts emergency notification and assistance in the event of aviation accidents or incidents.

#### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as a Facility Chief, ATC Staff NCO, A2C2 Sergeant, A2C2 Sergeant (SFAB), Training NCO or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, ATC Senior Sergeant, A2C2 Sergeant, Facility Chief, Training NCO, Drill Sergeant or 36 months as Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as a Facility Chief, ATC Staff NCO, A2C2 Sergeant, A2C2 Sergeant (SFAB), Training NCO with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

SFC: 18 months as a Platoon Sergeant, ATC Senior Sergeant, A2C2 Sergeant, Facility Chief, Training

NCO with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

#### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** ATC Cell NCO O/C; ATC Cell O/C; ATC GCA Shift Supervisor; ATC Radar Shift Supervisor; ATC Senior Sergeant OC/T; ATC Tower Shift Supervisor; ATK NCO OC/T; Drill Sergeant; Instructor; OPS NCO; OR ATC Coordinator; Recruiter; Small Group Leader ALC; Shift Leader; Supervisor Air Traffic Assistant; Training Developer; Training Management NCO; Training NCO; A2C2 Sergeant; ATC Staff NCO; Facility Chief

**SFC:** Air Traffic Control O/C; ATC Evaluation SGT; ATC Training Sergeant; ATC OPS NCO; Aviation Air Traffic Control OC/T; Senior ATC Operator NCO; Department of the Army Regional NCO; Drill Sergeant; Facility Chief; Instructor; OPS NCO; Recruiter; Senior Drill Sergeant; Small Group Leader ALC; Small Group Leader SLC; Theater ATC Training Sergeant; Training Developer, Training NCO; Talent Management NCO; A2C2 Sergeant; ATC Evaluation/Training Sergeant; ATC Senior Sergeant; Platoon Sergeant

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The Air Traffic Control Operators that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





#### **TRAINING**

#### Most Qualified looks like:

SSG: Joint Firepower Course, Joint Air Operations Command and Control Course, Echelons Above Brigade

Airspace Course

SFC: N/A

### **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course **SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award) Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15R AH-64 Attack Helicopter Repairer



# 15R AH-64 Attack Helicopter Repairer Talent Development Model

Years of Service	2	4		6	8	10	12	14	16	18	20	22	24	26	28	30
	W															
Key Leadership Position MQ rating and highly numerated ranking				Chief	4 Superviso ; Technical Sergeant		Supervisor Maintenar	uality Control ; Aircraft nce Supervisor, ant; Senior	See 1	.5Z	See	15Z				
Military/Civilian Education		BLC	E	ALC	SLC	sociate's De	MLC gree	Bachelor's Deg	ree	SMC		Nom Master's [	)egree			
Key Development				Chief	4 Superviso ; Technical Sergeant	or; Section Inspector;	Supervisor	ality Control ; Aircraft ce Supervisor; ant; Senior		See 15Z		Se	ee 15Z			
Broadening Opportunities				Obse	erver Control	ler/Trainer;	ind Representa Recruiter; SAR r; Talent Mana	ntive; Instructor; C; Small Group gement NCO								
Military Training			Bai	Ji ttle Staf	sault; Ranger; ump Master; f; Army Knov ission Comm	MFT; MRT; vledge Man	SHARP; EOL agement Quali Master Gunner	ification Course								





The AH-64 Attack Helicopter Repairer serves, leads, or supervises as part of a section that performs inspections, maintenance and modifications on the AH-64D/E, Apache Helicopter, according to drawings, blueprints, directives, technical manuals, and safety procedures, and on the armament, electrical and avionics systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems.

### **LEADERSHIP POSITIONS**

#### **Most Qualified looks like:**

**SSG:** 24 months as an AH-64 Supervisor, Section Chief, Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SSG:** 18 months as an AH-64 Supervisor, Section Chief, Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Platoon Sergeant, Aircraft Quality Control Supervisor or Aircraft Maintenance Supervisor with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

### Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

#### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

### **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**

Per language written in DA Pamphlets, NCOs should be working towards earning a college degree. Although education is an important factor enhancing potential value to the Army, comparison of SMs based on civilian education attainments should be viewed as an indicator of individual initiative rather than as a prerequisite for selection as most/highly qualified. College is favorable to set SMs apart from their peers, but it is not a requirement for promotion.





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** BDE AH-64 REP/LOG OC/T; Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; Training Instructor; Training Sergeant; AH-64 Supervisor; Section Chief; Technical Inspector

**SFC:** Attack NCO OC/T; Attack Trainer OC; Aviation NCO OC; Aviation Enlisted Assignment Manager; Drill Sergeant; EO Advisor; Government Ground Representative; HARS Troop OC/T; Helicopter Repair UH-60 Advisor; Instructor; OPS Sergeant; Recruiter; SARC; Senior Small Group Leader SLC; Senior AH-64 Maintenance NCO; Senior Training Management NCO; Standardization Instructor; Test and Evaluation NCO; Training Developer; Talent Management NCO; Aircraft Maintenance Supervisor; Aircraft Quality Control Supervisor; Platoon Sergeant

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The AH-64 Attack Helicopter Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.

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





# TRAINING Most Qualified looks like:

SSG: N/A SFC: N/A

### **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course **SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### OTHER INDICATORS

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15T UH-60 Helicopter Repairer



# 15T UH-60 Helicopter Repairer Talent Development Model

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				NCO; Stand Section	on Standard Flight Engin ardization N on Chief, Ted ctor; Drill Se	eer ICO; chnical	Maintenance Aircraft Qual Supervisor; A	ity Control Aviation ion NCO; Drill nior Small	See 1	L5Z	See 1	.5Z				
Military/Civilian Education		BLC		ALC	SLC	ociate's De	MLC	Bachelor's De	gree	SMC		Nom Master's D	egree			
Key Development				Flight I NCO; S	on Standardiz Engineer Stan Section Chief, tor; Drill Serg	dardizatior Technical	Maintenand Aircraft Qua Supervisor;	Aviation tion NCO; Drill enior Small		See 15Z		Se	e 15Z			
Broadening Opportunities				M Recru	laintenance A liter; RW Adv	dvisor; Obs	D; EO Advisor; Ir server Controlli Small Group Le anagement NC loper	er/Trainer; eader; Test and								
MilitaryTraining			Bá	J attle Staff		MFT; MRT; ledge Man	: SHARP; EOL agement Qualit Master Gunner									





The UH-60 Helicopter Repairer serves, leads, or supervises as part of a section that performs inspections, repairs and maintenance on the UH/MH-60, Blackhawk helicopter, according to drawings, blueprints, directives, technical manuals, and safety procedures, troubleshoots, removes and installs aircraft subsystems and select Soldiers perform nonrated crewmember duties that are essential to operating the aircraft and or flight missions.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an Aviation Standardization NCO, Flight Engineer Standardization NCO, Section Chief, Maintenance Supervisor, Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Aircraft Standardization NCO, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an Aviation Standardization NCO, Section Chief, Maintenance Supervisor or Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration **SFC:** 18 months as a Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor or Aircraft Standardization NCO with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**





# <u>ASSIGNMENTS (Broadening and Key Developmental)</u> PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** A/MH-6 NCOIC; Battalion Safety NCOIC; Combat Skills Instructor; Drill Sergeant; Flight Engineer; Flight Engineer Standardization NCO; Hold Platoon Cadre; Instructor; Maintenance Supervisor; MH-60M NCOIC; Platoon Sergeant; Recruiter; RW Advisor; Section Sergeant OC; Safety NCO; Small Group Leader ALC; Standardization NCO; Standardization Instructor; Test and Evaluation NCO; Training Developer; Training NCO; UH-72 Supervisor; Aviation Standardization NCO; Section Chief, Technical Inspector

SFC: Aviation Proponent NCO; Maintenance Advisor; CTC Observer/Coach Trainer; Recruiter; Drill Sergeant; EO Advisor; Government Ground Representative; Instructor; Standardization Instructor; SARC; Small Group Leader SLC; Senior Drill Sergeant; Senior Small Group Leader ALC; Senior Small Group Leader SLC; Test and Evaluation NCO; Training Developer; Talent Management NCO; Aircraft Maintenance Supervisor; Aircraft Quality Control Supervisor; Aviation Safety NCO; Aviation Standardization NCO; Platoon Sergeant

<sup>\*</sup> Approximately 50% of all SSG and SFC requirements are in the Generating Force. The UH-60 Helicopter Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.





# TRAINING Most Qualified looks like:

SSG: N/A SFC: N/A

#### **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15U CH-47 Helicopter Repairer



# 15U CH-47 Helicopter Repairer Talent Development Model

Years of Service	2		4	6	8	10	12	14	16	18	20	22	24	26	28	30
	W															
Key Leadership Position MQ rating and highly numerated ranking				Flight E Standa	on Standardiz Engineer; Flig rdization NC Fechnical Ins nt	tht Engineer O; Section	Maintenand ACFT Qualit Supervisor;	Flight Engineer tion NCO; Drill enior Small	See :	15Z	See 1	15Z				
Military/Civilian Education		BLC		ALC	SLC	sociate's Deg	ML6 gree	Bachelor's De	gree	SMC		Nom Master's D	egree			
Key Development				Flight En Standard	Standardizat gineer; Fligh lization NCO echnical Inspe t	t Engineer ; Section	Maintenan ACFT Quali Supervisor; Standardiza	; Flight Engineer ation NCO; Drill enior Small		See 15Z		Se	e 15Z			
Broadening Opportunities				Observ	ver Controlle	r/Trainer; Re	ecruiter; RW <i>E</i> Evaluation NO	tepresentative; Advisor;Talent CO; Training								
MilitaryTraining			В	J attle Staf	f; Army Knov	; MFT; MRT; vledge Mana	SHARP; EOL agement Qua Master Gunne	lification er Course								





The CH-47 Repairer serves, leads, or supervises as part of a section that performs inspections, repairs and maintenance on the CH/MH-47, Chinook helicopter, according to drawings, blueprints, directives, technical manuals, and safety procedures, troubleshoots, removes and installs aircraft subsystems and select Soldiers perform nonrated crewmember duties that are essential to operating the aircraft and or flight missions.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as a Section Chief, Flight Engineer, Flight Engineer Standardization NCO, Aviation Standardization NCO, Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level **SFC:** 24 months as a Platoon Sergeant, Aircraft Maintenance Supervisor, Aircraft Quality Control Supervisor, Flight Engineer Standardization NCO, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

# **Highly Qualified looks like:**

**SSG:** 18 months as a Section Chief, Flight Engineer, Flight Engineer Standardization NCO, Aviation Standardization NCO or Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Platoon Sergeant, Aircraft Maintenance Supervisor, Aircraft Quality Control Supervisor or Flight Engineer Standardization NCO, with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Drill Sergeant; Fixed Wing NCOIC; Flight Standardization Instructor; Instructor; MH-47G NCOIC; Operations SGT; Publications NCOIC; Recruiter, RW Advisor; Safety NCO; Small Group Leader ALC; Test and Evaluation NCO; Training Developer; Aviation Standardization NCO; Flight Engineer; Flight Engineer Standardization NCO; Section Chief, Technical Inspector

**SFC:** ACFT Maintenance NCO; Assault NCO OC/T; Aviation NCO OC/T; Aviation SI OC/T; Detachment NCOIC; Drill Sergeant; EO Advisor; Government Ground Representative; Instructor; MH-47G BR NCOIC; OPS SGT; Recruiter; RW Team Leader; Safety NCO; Senior GGR Supervisor; Small Group Leader SLC; Senior Training Management NCO; Senior Small Group Leader ALC; Talent Management NCO; Test and Evaluation NCO; Training Developer; Aircraft Maintenance Supervisor; ACFT Quality Control Supervisor; Flight Engineer Standardization NCO; Platoon Sergeant

<sup>\*</sup> Approximately 50% of all SSG and SFC requirements are in the Generating Force. The CH-47 Helicopter Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.





# TRAINING Most Qualified looks like:

SSG: N/A SFC: N/A

#### **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course **SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15W RQ-7 Operator



# 15W RQ-7 Operator Talent Development Model

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				Stan	7 I/O; RQ-7 dardization rator; Drill S		Platoon Ser RQ-7 Stand Operator; I Sergeant; S Small Grou	ardization Orill enior	See 1	L5Z	See 1	5Z				
Military/Civilian Education		BLC		ALC	SLC	ociate's De	MLC	Bachelor's De	gree	SMC		Nom Master's D	egree			
Key Development				Stan	7 I/O; RQ-7 dardization rator; Drill S		Platoon Se RQ-7 Stan Operator; Sergeant; Small Grou	dardization Drill Senior	Se	ee 15Z		Se	e 15Z			
Broadening Opportunities				Ob	server Contro der; Talent Ma	oller/Train anagemen	ctrine Developer; Recruiter; Sr t NCO; Test and g Developer	nall Group								
				Airbo	rne; Air Assau	ult; Ranger;	SERE-C									
MilitaryTraining		Instructor Operator Course; Jump Master; MFT; MRT; SHARP; EOL  Aviation Master Gunner Course; Air Cav Leaders Course; Battle Staff; Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course														





The RQ-7 Operator serves, leads, or supervises as part of a section that engages in operating and remotely piloting of the RQ-7 UAS platform, conducts site selection, emplacement and deployment of the air vehicles and ground equipment, performs Mission Commander duties to include planning, analyzing and execution of reconnaissance surveillance, targeting and acquisition missions.

### **LEADERSHIP POSITIONS**

### Most Qualified looks like:

**SSG:** 24 months as a RQ-7 (I/O), RQ-7 Standardization Operator or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**SFC:** 24 months as a Platoon Sergeant, RQ-7 Standardization Operator, Drill Sergeant or 36 months as a Senior Small Group Leader with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as a RQ-7 (I/O), RQ-7 Sergeant or RQ-7 Standardization Operator with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**SFC:** 18 months as a Platoon Sergeant or RQ-7 Standardization Operator with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





## **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

# **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Doctrine Developer; Drill Sergeant; HARS TRP UAS I/O OC/T; HARS UAS OC/T; Instructor; Recruiter; Small Group Leader ALC; Test and Evaluation NCO; Training Developer; Training Developer UAS NCO; TUAS LRS OC; UAS NCOIC; UAS Sustainment NCO; RQ-7 I/O; RQ-7 Sergeant; RQ-7 Standardization Operator

**SFC:** Aviation Proponent NCO; Aviation UAS NCO; BEB UAS OC/T; BEB1 UAS NCO OC/T; BEB1 UAS OC/T; BEB2 UAS OC/T; Drill Sergeant; Instructor; HARS TRP UAS I/O OC/T; HARS UAS OC/T; Instructor; Recruiter; Small Group Leader SLC; Senior UAS Operator; Senior Small Group Leader ALC; Test and Evaluation NCO; Training Developer; TUAS LRS OC; UAS OPS OC/T; UAS PLT O/C; UAS Standardization NCO; Talent Management NCO; UAV OPR OC/T; Platoon Sergeant; RQ-7 Standardization Operator

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The RQ-7 Operators that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.





# TRAINING Most Qualified looks like:

**SSG:** Air Cav Leaders Course **SFC:** Air Cav Leaders Course

#### **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL Instructor Operator Course, Aviation Master Gunner Course, Jumpmaster, Ranger, Battle Staff, RASP, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

**SFC:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Instructor Operator Course, Aviation Master Gunner Course, Jumpmaster, Ranger, Battle Staff, RASP, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

#### **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** Remote Pilot Certification, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

**SFC:** Remote Pilot Certification, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports) Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# 15Y AH-64 Armament/Electrical/Avionics Systems Repairer



# 15Y AH-64 Armament/Electrical/Avionics Systems Repairer Talent Development Model

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				Supe Chief	4D System rvisor; Sectio ; Technical ector; Drill eant	n	See 15L		See 1	.5Z	See 1	5Z				
Military/Civilian Education		BLC		ALC	SLC	ciate's Degre	MLC ee	Bachelor's E	Degree	SMC		Nom Master's D	egree			
Key Development				Superv Chief; 1	D System isor; Section Fechnical tor; Drill nt		See 1	.5L	See	15Z		Se	e 15Z			
Broadening Opportunities				Instruc	er Controller/Ti tor; Recruiter; ' p Leader; Train Developer	Small										
MilitaryTraining		Airbor		ump Mast	ger; SERE-C ter; MFT; MRT; Battle Staff; Arr Management Course, Missi Digital Master C	ny Knowled Qualification on Command	ge n									





The AH-64 Armament/Electrical/Avionic Systems Repairer serves, leads, or supervises as a member of a section that performs inspections, maintenance and modifications of the armament, electrical and avionics systems and cryptographic equipment to include the electrical, electronic, mechanical, and pneudraulics systems associated with Armament/Missile Fire Control of the AH-64D/E Apache Helicopter.

### **LEADERSHIP POSITIONS**

#### Most Qualified looks like:

**SSG:** 24 months as an AH-64 System Supervisor, Section Chief, Technical Inspector or Drill Sergeant with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

\*NCOs serving as a Drill Sergeant Leader will be considered most qualified for promotion

## **Highly Qualified looks like:**

**SSG:** 18 months as an AH-64 System Supervisor, Section Chief or Technical Inspector with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

### **CIVILIAN EDUCATION**





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

**SSG:** Aviation Armament OC/T; Drill Sergeant; Instructor; Recruiter; Small Group Leader ALC; Training Developer; AH-64D System Supervisor; Section Chief; Technical Inspector

\* Approximately 50% of all SSG and SFC requirements are in the Generating Force. The AH-64 Armament/Electrical/Avionic Systems Repairers that fill these positions are levied out of key developmental positions in the operational force before they are able to meet the time standards to be considered "most" or "highly" qualified and must not be penalized by selection and promotion boards. These NCOs should be recognized above their peers as most or highly qualified for their ability to adapt, learn, and apply the skills required to exceed in these challenging/high risk assignments.





# TRAINING Most Qualified looks like:

SSG: N/A

## **Highly Qualified looks like:**

**SSG:** Drill Sergeant Identification Badge, Army Recruiter Badge, Expert Soldier Badge, Basic Army Instructor Badge, Airborne, Air Assault, MRT, SHARP, EOL, Jumpmaster, Ranger, Battle Staff, SERE-C, MFT, Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course

## **OTHER INDICATORS**

#### Most Qualified looks like:

**SSG:** ASTM NCATT Radio Communication Systems (RCS) Certification, Electrical Power Testing - Level II Certification, Airframe and Powerplant (A&P) Certificate, Order of Saint Michael, SGT Audie Murphy, SGT Morales, MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports), Iron Sergeant Award (USAACE NCOA Individual Physical Fitness Award), Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge



# **15Z Aviation Senior Sergeant**



# **15Z Aviation Senior Sergeant Talent Development Model**

Years of Service	2		4	6	8 1	.0 12	14	16	18	20	22	24	26	28	30
	W														
Key Leadership Position MQ rating and highly numerated ranking									eant; Senior ns Sergeant; ns Chief	ATC	Maintenan	Sergeant Ma ice Manager; s Chief; ATC (	Aviation		
Military/Civilian Education		BLC	ALC		SLC Associate's		MLC Bachelor	's Degree	SMC		Nom Master's l	Degree			
Key Development								ARMS Tea Command Trainer; So Training D	Operations S Im Evaluato Iant; CTC Ob GL (MLC DL) Developmen Managemen	r; Assistant oserver/Coa ); Senior ot NCO; Seni	ch D O	viation Enlist areer Manag eveloper; Co bserver/Con alent Manag	ement NC ommandan otroller; Se	O; Chief Tra t; CSM nior Enliste	nining d Leader;
Broadening Opportunities								Represe Army	D NCO; Gover entative; Seni Regional Repi est and Evalu Senior U	or Departmer resentative(D ation NCO; St	nt of the (ARR);	Aircraft Main Aviation Stan Chief; Senior	dardization	SGM; Divisio	
MilitaryTraining									urse, Senior E	nlisted Joint I C	Professional I ombined Wa	Military Educat rfighting School	tion (SEJPMI ol (JCWS) Course, Miss	E) II Course, T	tion (SEJPME) I The Joint and ad Digital Master
												Comn	nandant Pre	-Command C	ourse





The Aviation Senior Sergeant acts as the principal NCO at the Company, Battalion, Combat Aviation Brigade or higher organizations, supervises aviation Battalion and Brigade operations (S3), is the Aircraft Maintenance Senior Sergeant in a maintenance company/troop, aviation support company/troop or depot maintenance facility, provides tactical and technical guidance and professional support to subordinates, and makes recommendations to supervisors in the accomplishment of their duties.

# **LEADERSHIP POSITIONS**

#### **Most Qualified looks like:**

**MSG:** 24 months as a First Sergeant, Senior Aviation Operations Sergeant or ATC Operations Chief with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking and selected to serve in positions of greater skill level

**CSM/SGM:** 12 to 24 months as a Command Sergeant Major, 12 months as an Operations Sergeants Major or Support Operations SGM with a strong pattern of Far Exceeded the Standard or MQ with high enumeration ranking

### **Highly Qualified looks like:**

**MSG:** 18 months as an Aviation Operations Sergeant, ATC Chief, Aircraft Maintenance Manager with a pattern of Exceeded the Standard or HQ ratings with strong enumeration

**CSM/SGM:** 12 months as an Aviation Operations Chief, Senior Aircraft Maintenance Manager, ATC Operations NCO with a pattern of Exceeded the Standard or HQ ratings with strong enumeration





### **PHYSICAL FITNESS**

## Most Qualified looks like:

**SSG:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** ACFT Score 540 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

# **Highly Qualified looks like:**

**SSG:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements. **SFC:** ACFT Score 480 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

### **MILITARY EDUCATION**

#### Most Qualified looks like:

**SSG:** Commandant's List, Distinguished Honor Graduate, Honor Graduate **SFC:** Commandant's List, Distinguished Honor Graduate, Honor Graduate

## **Highly Qualified looks like:**

**SSG:** Superior Academic Achievement **SFC:** Superior Academic Achievement

#### **CIVILIAN EDUCATION**





# ASSIGNMENTS (Broadening and Key Developmental) PROPONENT SPECIFIC CHALLENGING / HIGH RISK

MSG: Advisor; Airfield Operations SGT; ARMS Team Evaluator; Assistant Commandant; CTC Observer/Coach Trainer; EO NCO; Government Ground Representative; SGL (MLC DL); Senior Department of the Army Regional Representative(DARR); Senior Test and Evaluation NCO; Standards Senior UAS SGT; Senior Training Development NCO; Senior Training Management NCO; Talent Management NCO

**CSM/SGM:** Aircraft Maintenance Senior Sergeant; Aviation Enlisted Assignment SGM; Aviation Standardization SGM; Chief Career Management NCO; Chief Training Developer; Commandant; CSM O/C; Division Chief; Senior Aviation Safety NCO; Senior Enlisted Leader; Talent Manager; Training Management SGM





### TRAINING

#### Most Qualified looks like:

**MSG:** Battle Staff, Enlisted Joint Professional Military Education (EJPME) I Course, Enlisted Joint Professional Military Education (EJPME) II Course, Joint and Combined Warfighting School (JCWS) The Joint and Combined Warfighting School

**CSM/SGM:** Enlisted Joint Professional Military Education (EJPME) I Course, Enlisted Joint Professional Military Education (EJPME) II Course, Joint and Combined Warfighting School (JCWS), Joint Special Operations University Summit Course, The Joint and Combined Warfighting School, Commandant Pre-Command Course

# **Highly Qualified looks like:**

**MSG:** Brigade Victim Advocate, Brigade SARC, Army Knowledge Management Qualification Course,

Mission Command Digital Master Gunner Course

CSM/SGM: N/A

# OTHER INDICATORS Most Qualified looks like:

SSG: N/A SFC: N/A

MSG: MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army Sports)

CSM/SGM: MOVSM, Extra-Curricular Events (Community Volunteer, Marathon/Triathlon, All Army

Sports)