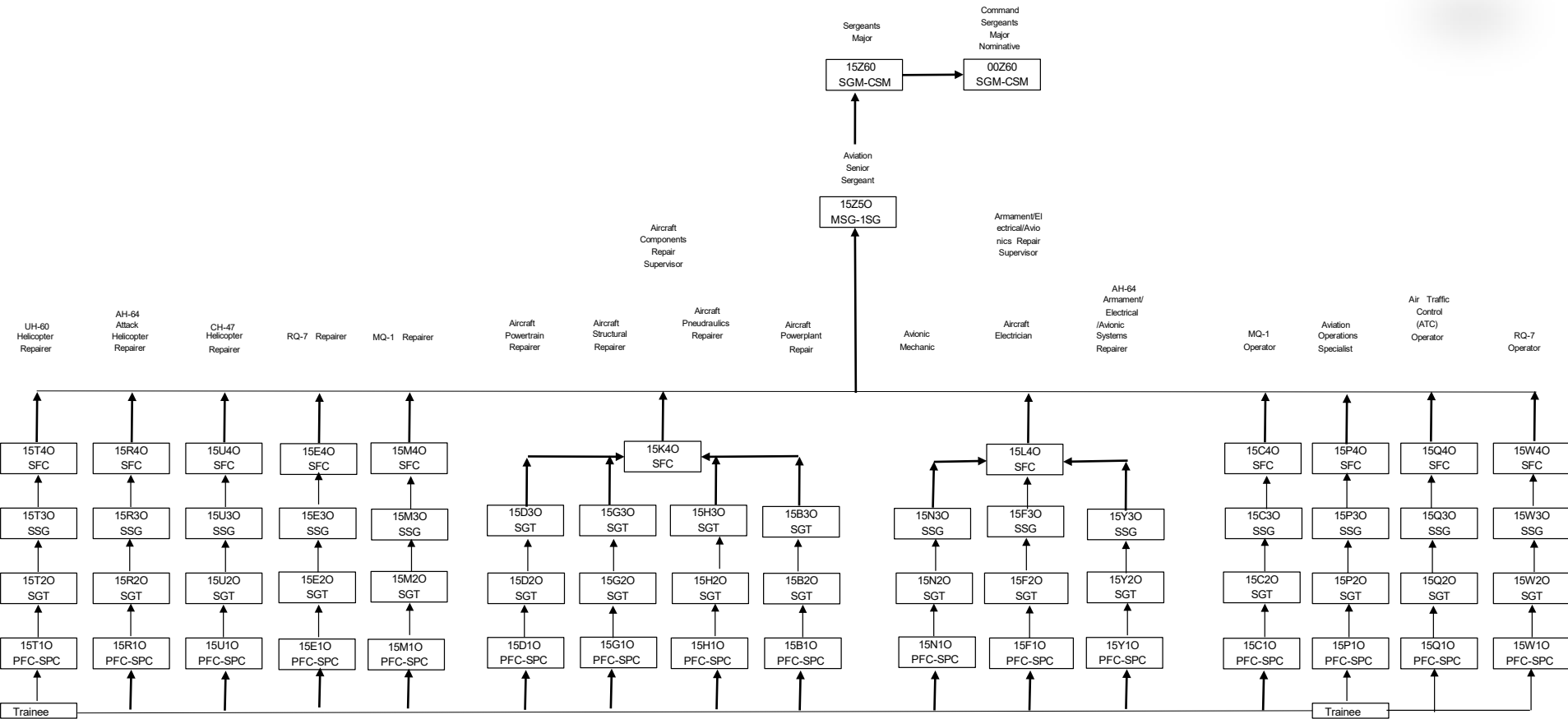




# CMF 15 Progression Chart





# 15B Aircraft Powerplant Repairer



## 15B Aircraft Powerplant Repairer Talent Development Model

Years of Service

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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>				<b>Drill Sergeant, Aircraft Powerplant Supervisor</b>		<b>See 15K</b>		<b>See 15Z</b>		<b>See 15Z</b>					
<b>Military/Civilian Education</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>		<b>MLC</b>			<b>SMC</b>			<b>Nom</b>				
				Associate's Degree		Bachelor's Degree					Master's Degree				
<b>Key Development</b>			<b>Drill Sergeant; Aircraft Powerplant Supervisor</b>		<b>See 15K</b>		<b>See 15Z</b>		<b>See 15Z</b>						
<b>Broadening Opportunities</b>			<b>Instructor; Recruiter; Small Group Leader; Training Developer</b>												
<b>Military Training</b>	<b>Airborne; Air Assault; Ranger; SERE-C</b>														
		<b>Jump Master; MFT; MRT; SHARP; EOL</b>													
			<b>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</b>												



# MOS 15B



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



# MOS 15B



## 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.



# MOS 15B



## 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



# MOS 15B



## 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

Years of Service

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

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>MQ-1 Instructor Operator; Drill Sergeant</p> <p>Platoon Sergeant; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
<b>Key Development</b>	<p>MQ-1 Instructor Operator; Drill Sergeant</p> <p>Platoon Sergeant; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Doctrine Developer; Instructor; Recruiter; Small Group Leader; Talent Management NCO; Training Developer; UAS Evaluation NCO</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Ranger; SERE-C</p> <p>Instructor Operator Course; Jump Master; MFT; MRT; SHARP; EOL</p> <p>Aviation Master Gunner Course; Air Cav Leaders Course; Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>



# MOS 15C



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





# MOS 15C



## 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.



# MOS 15C



## ASSIGNMENTS (Broadening and Key Developmental) **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



# MOS 15C



## 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

								
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>					Aircraft Powertrain Supervisor; Drill Sergeant <a href="#">See 15K</a>	<a href="#">See 15Z</a>	<a href="#">See 15Z</a>	
<b>Military/Civilian Education</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>	<b>MLC</b>	<b>SMC</b>	<b>Nom</b>		
<b>Key Development</b>			Aircraft Powertrain Supervisor; Drill Sergeant		<a href="#">See 15K</a>	<a href="#">See 15Z</a>	<a href="#">See 15Z</a>	
<b>Broadening Opportunities</b>			Instructor; Recruiter; Small Group Leader; Training Developer					
<b>Military Training</b>	Airborne; Air Assault; Ranger; SERE-C				Jump Master; MFT; MRT; SHARP; EOL			
		Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course						



# MOS 15D



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



# MOS 15D



## 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.



# MOS 15D



## 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



# MOS 15D



## 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

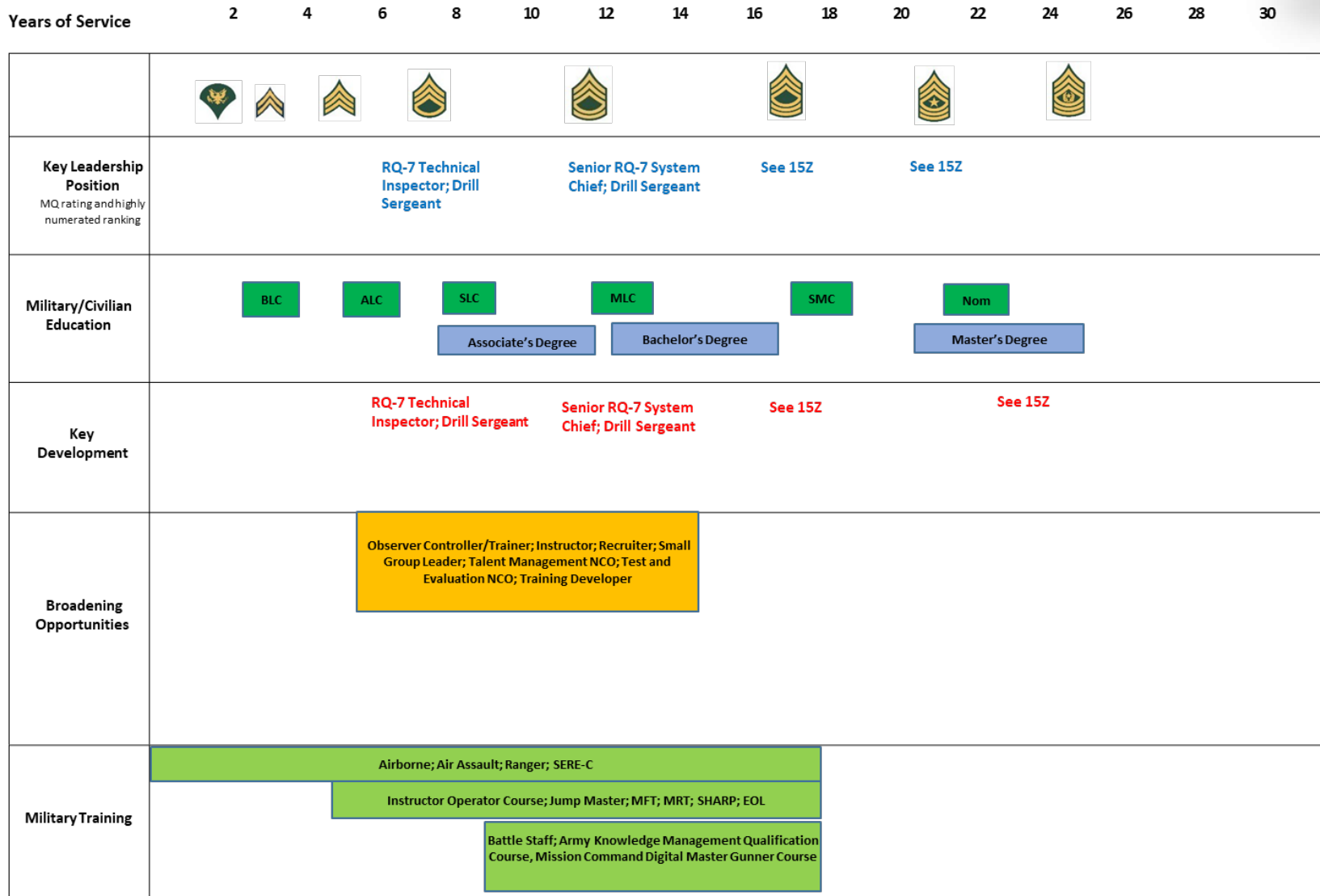




# 15E RQ-7 Repairer



## 15E RQ-7 Repairer Talent Development Model





# MOS 15E



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



# MOS 15E



## 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.



# MOS 15E



## 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



# MOS 15E



## 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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>			<b>Aircraft Electrician Supervisor; Drill Sergeant</b>			<b>See 15L</b>		<b>See 15Z</b>		<b>See 15Z</b>		<b>See 15Z</b>			
<b>Military/Civilian Education</b>		<b>BLC</b>	<b>ALC</b>	<b>SLC</b>		<b>MLC</b>		<b>SMC</b>		<b>Nom</b>					
			Associate's Degree			Bachelor's Degree				Master's Degree					
<b>Key Development</b>		<b>Aircraft Electrician Supervisor; Drill Sergeant</b>				<b>See 15L</b>		<b>See 15Z</b>		<b>See 15Z</b>		<b>See 15Z</b>			
<b>Broadening Opportunities</b>			<b>Instructor; Recruiter; Small Group Leader; Training Developer</b>												
<b>Military Training</b>	<b>Airborne; Air Assault; Ranger; SERE-C</b>														
		<b>Jump Master; MFT; MRT; SHARP; EOL</b>													
			<b>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</b>												



# MOS 15F



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



# MOS 15F



## 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.





# MOS 15F



## 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



# MOS 15F



## 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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>			<b>Aircraft Structural Supervisor; Drill Sergeant</b>			<b>See 15K</b>		<b>See 15Z</b>		<b>See 15Z</b>		<b>See 15Z</b>			
<b>Military/Civilian Education</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>			<b>MLC</b>			<b>SMC</b>			<b>Nom</b>			
			Associate's Degree			Bachelor's Degree						Master's Degree			
<b>Key Development</b>			<b>Aircraft Structural Supervisor; Drill Sergeant</b>			<b>See 15K</b>		<b>See 15Z</b>		<b>See 15Z</b>		<b>See 15Z</b>			
<b>Broadening Opportunities</b>			<b>Instructor; Recruiter; Small Group Leader; Training Developer</b>												
<b>Military Training</b>	<b>Airborne; Air Assault; Ranger; SERE-C</b>														
		<b>Jump Master; MFT; MRT; SHARP; EOL</b>													
			<b>Battle Staff; Army Knowledge Management Qualification Course; Mission Command Digital Master Gunner Course</b>												



# MOS 15G



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



# MOS 15G



## 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.



# MOS 15G



## ASSIGNMENTS (Broadening and Key Developmental) 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



# MOS 15G



## 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

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Aircraft Pneudraulics Supervisor; Drill Sergeant</p> <p>See 15K</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
<b>Key Development</b>	<p>Aircraft Pneudraulics Supervisor; Drill Sergeant</p> <p>See 15K</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Instructor; Recruiter; Small Group Leader; Training Developer</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Ranger; SERE-C</p> <p>Jump Master; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>





# MOS 15H



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



# MOS 15H



## 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.



# MOS 15H



## 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



# MOS 15H



## 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

	       
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Platoon Sergeant; Aircraft Production Control NCO; Aircraft Maintenance Supervisor; Aircraft Components Supervisor; Avionics Maintenance Supervisor; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
<b>Key Development</b>	<p>Platoon Sergeant; Aircraft Production Control NCO; Aircraft Maintenance Supervisor; Aircraft Components Supervisor; Avionics Maintenance Supervisor; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Aviation Senior Enlisted Assignment Manager; Observer Controller/Trainer; OPS Sergeant; Recruiter; Senior Small Group Leader; Senior Drill Sergeant; Test and Evaluation NCO; Training Developer; Talent Management NCO</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Jump Master; Ranger; SERE-C; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>



# MOS 15K



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



# MOS 15K



## 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.



# MOS 15K



## 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





# MOS 15K



## 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

	       
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Platoon Sergeant; Aircraft Production Control (PC) NCO; Aircraft Armament Senior System Supervisor; Aircraft Production Control NCO; Avionics Electrical System Supervisor</p> <p>See 15Z      See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC      ALC      SLC      MLC      SMC      Nom</p> <p>Associate's Degree      Bachelor's Degree      Master's Degree</p>
<b>Key Development</b>	<p>Platoon Sergeant; Aircraft Production Control (PC) NCO; Aircraft Armament Senior System Supervisor; Aircraft Production Control NCO; Avionics Electrical System Supervisor</p> <p>See 15Z      See 15Z</p>
<b>Broadening Opportunities</b>	<p>Observer Controller/Trainer; ARM/WEAP AH-64 Advisor; Career Advisor; Drill Sergeant; Material Logistics NCO; Recruiter; Test and Evaluation NCO; Training Developer; Talent Management NCO</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Jump Master; Ranger; SERE-C; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>



# MOS 15L



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



# MOS 15L



## 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.



# MOS 15L



## 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



# MOS 15L



## 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

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>MQ-1 Maintenance Section Sergeant; MQ-1 Technical Inspector; Drill Sergeant</p> <p>Platoon Sergeant</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
<b>Key Development</b>	<p>MQ-1 Maintenance Section Sergeant; MQ-1 Technical Inspector; Drill Sergeant</p> <p>Platoon Sergeant</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Instructor; Recruiter; Small Group Leader; Training Developer; Talent Management NCO</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Ranger; SERE-C</p> <p>Instructor Operator Course; Jump Master; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>



# MOS 15M



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





# MOS 15M



## 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.



# MOS 15M



## 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



# MOS 15M



## 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

									
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>			<b>Avionic Line Supervisor; Drill Sergeant</b>		<b>See 15L</b>	<b>See 15Z</b>	<b>See 15Z</b>		
<b>Military/Civilian Education</b>	<b>BLC</b>	<b>ALC</b>	<b>SLC</b>	<b>Associate's Degree</b>		<b>MLC</b>	<b>Bachelor's Degree</b>		
<b>Key Development</b>		<b>Avionic Line Supervisor; Drill Sergeant</b>			<b>See 15L</b>	<b>See 15Z</b>	<b>See 15Z</b>		
<b>Broadening Opportunities</b>		<b>Drill Sergeant; Recruiter; SA, Communications Scheduling, Training Developer</b>							
<b>Military Training</b>	<b>Airborne; Air Assault; Ranger; SERE-C</b>								
		<b>Jump Master; MFT; MRT; SHARP; EOL</b>							
			<b>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</b>						



# MOS 15N



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



# MOS 15N



## 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.



# MOS 15N



## 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



# MOS 15N



## 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

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Aviation Operations Sergeant; Assistant Aviation Operations Sergeant; Airfield Operations Sergeant; Drill Sergeant</p> <p>Platoon Sergeant, Aviation Operations Sergeant, Assistant Aviation Operations Sergeant, Airfield Operations Sergeant, Senior OPS SGT, Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC      ALC      SLC      MLC      SMC      Nom</p> <p>Associate's Degree      Bachelor's Degree      Master's Degree</p>
<b>Key Development</b>	<p>Aviation Operations Sergeant; Assistant Aviation Operations Sergeant; Airfield Operations Sergeant; Drill Sergeant</p> <p>Platoon Sergeant, Aviation Operations Sergeant, Assistant Aviation Operations Sergeant, Airfield Operations Sergeant, Senior OPS SGT, Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Doctrine Developer; EO Advisor; Instructor; Observer Controller/Trainer; Recruiter; SARC; Small Group Leader; Test and Evaluation NCO; Training Developer; Talent Management NCO</p>
<b>Military Training</b>	<p>ADAM/BAE Cell Air Ground Integration; Airborne; Air Assault; Ranger; SERE-C</p> <p>Jump Master; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course; Joint Firepower Course, Joint Air Operations Command and Control Course, Echelons Above Brigade Airspace Course</p>



# MOS 15P



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, Assistant Aviation Operations Sergeant, Airfield Operations Sergeant or Senior OPS SGT with a pattern of Exceeded the Standard or HQ ratings with strong enumeration



# MOS 15P



## 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.



# MOS 15P



## 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

\* 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.

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



# MOS 15P



## 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

	       
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>Training NCO; A2C2 Sergeant; A2C2 Sergeant (SFAB); ATC Staff NCO; Facility Chief; Drill Sergeant</p> <p>Platoon Sergeant; ATC Senior Sergeant; Facility Chief; Drill Sergeant</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC      ALC      SLC      MLC      SMC      Nom</p> <p>Associate's Degree      Bachelor's Degree      Master's Degree</p>
<b>Key Development</b>	<p>Training NCO; A2C2 Sergeant; A2C2 Sergeant (SFAB); ATC Staff NCO; Facility Chief; Drill Sergeant</p> <p>Platoon Sergeant; ATC Senior Sergeant; Facility Chief; Drill Sergeant</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Instructor; Observer Controller/Trainer; Recruiter; Small Group Leader; Training Developer; Training Management NCO; Talent Management NCO</p>
<b>Military Training</b>	<p>ADAM/BAE Cell Air Ground Integration; Airborne; Air Assault; Ranger; SERE-C</p> <p>Jump Master; MFT; MRT; SHARP; EOL</p> <p>Battle Staff; Army Knowledge Management Qualification Course; Mission Command Digital Master Gunner Course; Joint Firepower Course; Joint Air Operations Command and Control Course; Echelons Above Brigade Airspace Course</p>



# MOS 15Q



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



# MOS 15Q



## 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.





# MOS 15Q



## 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



# MOS 15Q



## 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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>				AH-64 Supervisor; Section Chief; Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Quality Control Supervisor; Aircraft Maintenance Supervisor; Drill Sergeant; Senior Small Group Leader			See 15Z		See 15Z			
<b>Military/Civilian Education</b>	BLC		ALC		SLC		MLC		SMC		Nom				
					Associate's Degree		Bachelor's Degree				Master's Degree				
<b>Key Development</b>				AH-64 Supervisor; Section Chief; Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Quality Control Supervisor; Aircraft Maintenance Supervisor; Drill Sergeant; Senior Small Group Leader			See 15Z		See 15Z			
<b>Broadening Opportunities</b>	EO Advisor; Government Ground Representative; Instructor; Observer Controller/Trainer; Recruiter; SARC; Small Group Leader; Training Developer; Talent Management NCO														
<b>Military Training</b>	Airborne; Air Assault; Ranger; SERE-C Jump Master; MFT; MRT; SHARP; EOL Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course														



# MOS 15R



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



# MOS 15R



## 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.



# MOS 15R



## 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



# MOS 15R



## 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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> MQ rating and highly numerated ranking			Aviation Standardization NCO; Flight Engineer Standardization NCO; Section Chief, Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Maintenance Supervisor; Aircraft Quality Control Supervisor; Aviation Standardization NCO; Drill Sergeant; Senior Small Group Leader			See 15Z	See 15Z					
<b>Military/Civilian Education</b>															
			Associate's Degree		Bachelor's Degree						Master's Degree				
<b>Key Development</b>			Aviation Standardization NCO; Flight Engineer Standardization NCO; Section Chief, Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Maintenance Supervisor; Aircraft Quality Control Supervisor; Aviation Standardization NCO; Drill Sergeant; Senior Small Group Leader			See 15Z	See 15Z					
<b>Broadening Opportunities</b>			Aviation Proponent NCO; EO Advisor; Instructor; Maintenance Advisor; Observer Controller/Trainer; Recruiter; RW Advisor; SARC; Small Group Leader; Test and Evaluation NCO; Talent Management NCO; Training Developer												
<b>Military Training</b>	Airborne; Air Assault; Ranger; SERE-C					Jump Master; MFT; MRT; SHARP; EOL					Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course				





# MOS 15T



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



# MOS 15T



## 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.



# MOS 15T



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

**SSG:** AMH-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

\* 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.

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



# MOS 15T



## 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

	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>			Aviation Standardization NCO; Flight Engineer; Flight Engineer Standardization NCO; Section Chief, Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Maintenance Supervisor; ACFT Quality Control Supervisor; Flight Engineer Standardization NCO; Drill Sergeant; Senior Small Group Leader			See 15Z		See 15Z				
<b>Military/Civilian Education</b>															
<b>Key Development</b>			Aviation Standardization NCO; Flight Engineer; Flight Engineer Standardization NCO; Section Chief, Technical Inspector; Drill Sergeant			Platoon Sergeant; Aircraft Maintenance Supervisor; ACFT Quality Control Supervisor; Flight Engineer Standardization NCO; Drill Sergeant; Senior Small Group Leader			See 15Z			See 15Z			
<b>Broadening Opportunities</b>			EO Advisor; Instructor; Government Ground Representative; Observer Controller/Trainer; Recruiter; RW Advisor; Talent Management NCO; Test and Evaluation NCO; Training Developer												
<b>Military Training</b>															



# MOS 15U



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



# MOS 15U



## 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.



# MOS 15U



## 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

\* 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.

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





# MOS 15U



## 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

	       
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>RQ-7 I/O; RQ-7 Standardization Operator; Drill Sergeant</p> <p>Platoon Sergeant; RQ-7 Standardization Operator; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Military/Civilian Education</b>	<p>BLC</p> <p>ALC</p> <p>SLC</p> <p>MLC</p> <p>SMC</p> <p>Nom</p> <p>Associate's Degree</p> <p>Bachelor's Degree</p> <p>Master's Degree</p>
<b>Key Development</b>	<p>RQ-7 I/O; RQ-7 Standardization Operator; Drill Sergeant</p> <p>Platoon Sergeant; RQ-7 Standardization Operator; Drill Sergeant; Senior Small Group Leader</p> <p>See 15Z</p> <p>See 15Z</p>
<b>Broadening Opportunities</b>	<p>Aviation Proponent NCO; Doctrine Developer; Instructor; Observer Controller/Trainer; Recruiter; Small Group Leader; Talent Management NCO; Test and Evaluation NCO; Training Developer</p>
<b>Military Training</b>	<p>Airborne; Air Assault; Ranger; SERE-C</p> <p>Instructor Operator Course; Jump Master; MFT; MRT; SHARP; EOL</p> <p>Aviation Master Gunner Course; Air Cav Leaders Course; Battle Staff; Battle Staff; Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p>



# MOS 15W



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



# MOS 15W



## 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.



# MOS 15W



## 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.

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



# MOS 15W



## 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














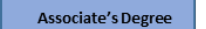



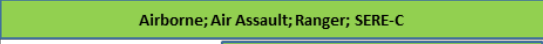
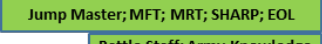
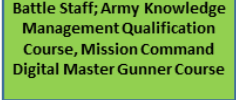
# 15Y AH-64 Armament/Electrical/Avionics Systems Repairer



## 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

								
<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>			AH-64D System Supervisor; Section Chief; Technical Inspector; Drill Sergeant		See 15L	See 15Z	See 15Z	See 15Z
<b>Military/Civilian Education</b>								
<b>Key Development</b>					See 15L	See 15Z	See 15Z	See 15Z
<b>Broadening Opportunities</b>								
<b>Military Training</b>								
								



# MOS 15Y



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





# MOS 15Y



## 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.



# MOS 15Y



**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.

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



# MOS 15Y



## 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 10 12 14 16 18 20 22 24 26 28 30

<b>Key Leadership Position</b> <small>MQ rating and highly numerated ranking</small>	<p>First Sergeant; Senior Aviation Operations Sergeant; ATC Operations Chief</p> <p>Command Sergeant Major; Senior Aircraft Maintenance Manager; Aviation Operations Chief; ATC Operations NCO</p>
<b>Military/Civilian Education</b>	<p>BLC ALC SLC MLC SMC Nom</p> <p>Associate's Degree Bachelor's Degree Master's Degree</p>
<b>Key Development</b>	<p>Advisor; Operations Sergeant; ARMS Team Evaluator; Assistant Commandant; CTC Observer/Coach Trainer; SGL (MLC DL); Senior Training Development NCO; Senior Training Management NCO</p> <p>Aviation Enlisted Assignment SGM; Chief Career Management NCO; Chief Training Developer; Commandant; CSM Observer/Controller; Senior Enlisted Leader; Talent Manager; Training Management SGM</p>
<b>Broadening Opportunities</b>	<p>EO NCO; Government Ground Representative; Senior Department of the Army Regional Representative(DARR); Senior Test and Evaluation NCO; Standards Senior UAS NCO</p> <p>Aircraft Maintenance Senior Sergeant; Aviation Standardization SGM; Division Chief; Senior Aviation NCO</p>
<b>Military Training</b>	<p>Jump Master, Ranger, Battle Staff, Senior Enlisted Joint Professional Military Education (SEJPME) I Course, Senior Enlisted Joint Professional Military Education (SEJPME) II Course, The Joint and Combined Warfighting School (JCWS)</p> <p>Army Knowledge Management Qualification Course, Mission Command Digital Master Gunner Course</p> <p>Commandant Pre-Command Course</p>



# MOS 15Z



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



# MOS 15Z



## 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.



# MOS 15Z



## 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

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



# MOS 15Z



## 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)