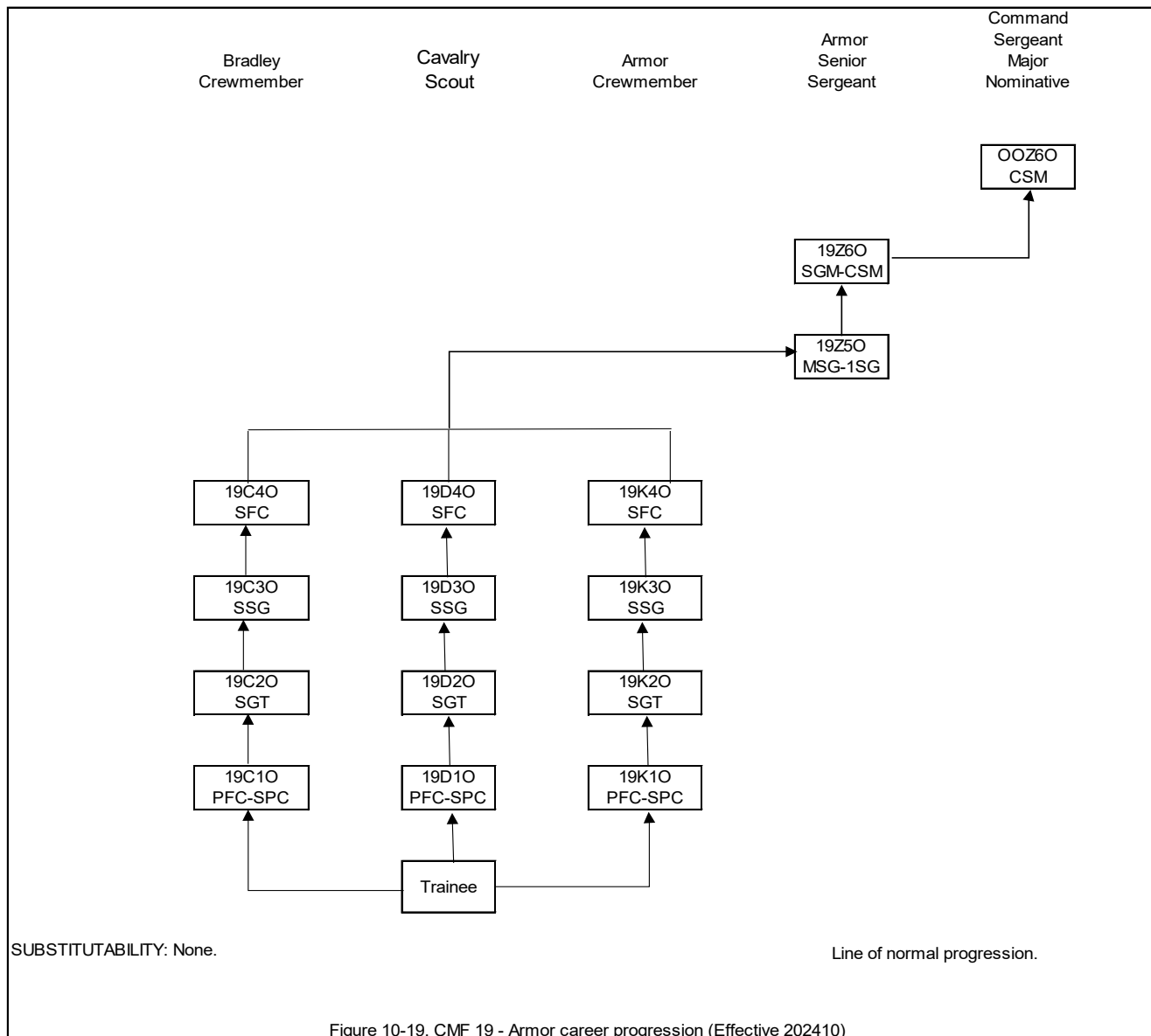
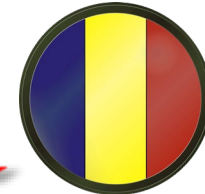










# CMF 19 Career Progression Chart



# 19C Talent Development Model

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

<div>Rank</div> <div>Position</div>	<div></div> <div>Driver</div>	<div></div> <div>Gunner</div>	<div></div> <div>BFV Commander</div>	<div></div> <div>Platoon Sergeant</div>	<div></div> <div>First Sergeant</div>	<div></div> <div>BN/BDE CSM</div>
<div>Military Education</div> <div>Distributed Learning</div> <div>NCOPDS</div> <div>Civilian Education</div> <div>Degree Program</div>	<div><div>BLC</div><div>ALC</div><div>SLC</div><div>MLC</div><div>SMC</div><div>NOM</div></div> <div><div>Associate's Degree</div><div>Bachelor's Degree</div><div>Master's Degree</div></div>					
<div>Broadening Opportunities</div> <div>(Not ordered in precedence)</div>	<div>PVT-SPC</div> <div>No broadening opportunities exist</div>	<div>SGT</div> <div>No broadening opportunities exist</div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>Drill Sergeant</li><li>Instructor</li><li>MSI</li><li>Recruiter</li><li>SGL</li></ul></div>	<div>SFC</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Inspector General</li><li>Instructor</li><li>MSI</li><li>Senior Drill Sergeant</li><li>SGL</li><li>Talent Management NCO</li><li>Career Management NCO</li></ul></div>	<div>MSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Inspector General</li><li>SR Instructor</li><li>MSI</li><li>Senior Career Management NCO</li><li>Senior Talent Management NCO</li></ul></div>	<div>SGM/CSM</div> <div><ul style="list-style-type: none"><li>Branch SGM</li><li>Chief Career Management NCO</li><li>Chief MSI</li><li>CSM O/C</li><li>CST SGM</li><li>DOTS SGM</li><li>CH Instructor</li><li>JMRC CSM</li><li>USAAC BDE CSM</li><li>USASMA<ul style="list-style-type: none"><li>Executive Officer</li><li>Instructor</li><li>Training Developer</li></ul></li></ul></div>
<div>Functional Courses/Troop Schools</div> <div>(Earliest opportunities to attend courses, not all encompassing)</div>	<div>SPC</div> <div><ul style="list-style-type: none"><li>DTMS</li><li>Environmental Compliance</li><li>Unit Armorer</li></ul></div>	<div>SGT</div> <div><ul style="list-style-type: none"><li>BFV Master Gunner</li><li>Master Driver</li><li>Safety</li><li>HAZMAT</li><li>Unit Prevention Leader</li></ul></div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>BFV Commander Course</li><li>Basic Recruiter Course</li><li>Battle Staff NCO</li><li>CFDIC</li><li>Drill Sergeant</li><li>Equal Opportunity</li><li>Master Fitness</li><li>Master Resiliency</li><li>Unit Movement Officer (UMO)</li></ul></div>	<div>SFC</div> <div><ul style="list-style-type: none"><li>Cavalry Leader Course</li><li>Inspector General</li><li>Maneuver Leader Maintenance Course</li></ul></div>	<div>MSG</div> <div><ul style="list-style-type: none"><li>1SG/Commander Course</li><li>Joint Firepower Course</li></ul></div>	<div>SGM</div> <div><ul style="list-style-type: none"><li>Command Sergeant Major Legal Orientation</li><li>Keystone AMF</li><li>Pre-Command Course</li></ul></div>

\* Requires a minimum of 18 – 24 months to be considered Career Developmental (KD) complete or 12-month Bradley Commander w/ 12-months Master Gunner experience at current grade.



# MOS 19C



The Bradley Crewmember's role on the battlefield is to close with and destroy enemy forces using firepower, mobility, and shock effect. Bradley Crewmembers primarily conduct decisive action in unified land operations.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**SSG:** 24 months as a Bradley Commander or 12 months Bradley Commander with 12 Master Gunner experience at current grade with MQ rating, high enumeration, and selected to serve as a Platoon Sergeant or Battalion Master Gunner.

**SFC:** 24 months as a Platoon Sergeant with MQ rating and high enumeration and selected to serve as a First Sergeant.

### **Highly qualified looks like:**

**SSG:** 18-24 months as Bradley Commander or 12 months Bradley Commander with 12 Master Gunner experience at current grade with HQ rating and mid-level enumeration.

**SFC:** 18-24 months as Platoon Sergeant with HQ rating and mid-level enumeration.

\*Armor Proponent defines Bradley Commander positions as those within Operating Force, Opposing Force (OPFOR) elements at the National Training Center (NTC), Ft Irwin, *\*pending restructure of 19C KD positions within 316<sup>th</sup> CAV.*



# MOS 19C



## TRAINING

### **Most-qualified looks like:**

**SSG:** Two or more of the following courses: Bradley Master Gunner, Instructor/Operator Course (I/O Certification), and/or Battle Staff.

**SFC:** Two or more of the following courses: Bradley Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course (CLC), and/or Battle Staff.

### **Highly qualified looks like:**

**SSG:** One of the following courses: Bradley Master Gunner, Instructor/Operator Course (I/O Certification), or Battle Staff.

**SFC:** One of the following courses: Bradley Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator certified (I/O Certification), Cavalry Leader Course (CLC), or Battle Staff.

## OTHER INDICATIONS

### **Most-qualified looks like:**

**SSG:** Sullivan Cup Best Bradley Crew Competition, Crew/Platoon-level Competitions, SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year, Distinguished score during gunnery.

**SFC:** Sullivan Cup Best Bradley Crew Competitions, Crew/Platoon-level Competitions, SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year. Focused on Platoon level accomplishments.



# MOS 19C



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**SSG:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**SSG:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

**SFC:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**SSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 60 or more college semester hours or a degree.

**SFC:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 80 or more college semester hours.

### **Highly qualified looks like:**

**SSG:** Graduate of the Advanced Leader Course (ALC) with some college.

**SFC:** Graduate of the Senior Leader Course (SLC) with some college.

\*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 19C



## ASSIGNMENTS







### Broadening and Generating

**SSG:** Instructor, Doctrinal Developer/Writer, Combat Development NCO, AC/RC positions, Drill Sergeant, Assistant Operations Sergeant, Recruiter.

**SFC:** Talent Manager (HRC), Career Management NCO (OCOA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Observer Controller Trainer (OC/T), EOA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Military Science Instructor (MSI).

# 19D Talent Development Model

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

<div>Rank</div> <div>Position</div>	 <div>Driver, Gunner, Scout</div>	 <div>Gunner, Team Leader</div>	 <div>Squad / Section Leader</div> <div>Requires a <u>minimum</u> of 18-24 months to be considered KD complete. <b>*See additional note below for SSG.</b></div>		 <div>Platoon Sergeant</div>	 <div>First Sergeant</div>		 <div>BN/BDE CSM</div>	
<div>Military Education</div> <div>NCOPDS (earliest opportunities to attend course)</div> <div>Civilian Education</div> <div>Degree Program</div>	<div><div>BLC</div><div>ALC</div><div>SLC</div><div>MLC</div><div>SMC</div><div>NOM</div></div> <div><div>Associate's Degree</div><div>Bachelor's Degree</div><div>Master's Degree</div></div>								
<div>Broadening Opportunities</div> <div>(Not ordered in precedence)</div>	<div>PVT-SPC</div> <div>No broadening opportunities exist</div>	<div>SGT</div> <div>No broadening opportunities exist</div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>Drill Sergeant</li><li>Instructor</li><li>MSI</li><li>Recruiter</li><li>SFAB Combat Advisor</li><li>SGL</li></ul></div>		<div>SFC</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Instructor</li><li>MSI</li><li>Senior Drill Sergeant</li><li>SGL</li><li>Talent Management NCO</li><li>Career Management NCO</li></ul></div>		<div>MSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Inspector General</li><li>SR Instructor</li><li>MSI</li><li>Senior Career Management NCO</li><li>Senior Talent Management NCO</li></ul></div>		<div>SGM/CSM</div> <div><ul style="list-style-type: none"><li>Branch SGM</li><li>Chief Career Management NCO</li><li>Chief MSI</li><li>CSM O/C</li><li>CST SGM</li><li>DOTS SGM</li><li>CH Instructor</li><li>JMRC CSM</li><li>USAAC BDE CSM</li><li>USASMA<ul style="list-style-type: none"><li>Executive Officer</li><li>Instructor</li><li>Training Developer</li></ul></li></ul></div>
<div>Functional Courses/Troop Schools</div> <div>(Earliest opportunities to attend courses, not all encompassing)</div>	<div>SPC</div> <div><ul style="list-style-type: none"><li>Ranger Course</li><li>DTMS</li><li>Environmental Compliance</li><li>Unit Armorer</li><li>Airborne</li><li>Air Assault</li></ul></div>	<div>SGT</div> <div><ul style="list-style-type: none"><li>BFV Master Gunner</li><li>Master Driver</li><li>Safety</li><li>Unit Prevention Leader</li><li>HAZMAT</li><li>Jumpmaster</li></ul></div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>Scout Leader Course</li><li>Basic Recruiter Course</li><li>Battle Staff NCO</li><li>BFV CDR Course</li><li>Combat Advisor</li><li>CFDIC</li><li>Drill Sergeant</li><li>Equal Opportunity</li><li>Master Fitness</li><li>Master Resiliency</li><li>Master Driver</li><li>Unit Movement Officer</li></ul></div>		<div>SFC</div> <div><ul style="list-style-type: none"><li>Cavalry Leader Course</li><li>Inspector General</li><li>Maneuver Leader Maintenance Course</li></ul></div>		<div>MSG</div> <div><ul style="list-style-type: none"><li>1SG/Commander Course</li><li>Joint Firepower Course</li></ul></div>		<div>SGM</div> <div><ul style="list-style-type: none"><li>Command Sergeant Major Legal Orientation</li><li>Keystone AMF</li><li>Pre-Command Course</li></ul></div>

\*Requires a minimum of 18 – 24 months to be considered Career Developmental (KD) complete or 12-month Bradley Commander w/ 12-months Troop Master Gunner experience at current grade.



# MOS 19D



The Cavalry Scout serves, leads, or supervises as a member of a scout platoon that conducts reconnaissance and security operations, both mounted and dismounted, to answer the commander's information requirements and provide early warning to the protected force.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**SSG:** 24 months as Squad Leader / Section Leader or 12 months of Squad Leader with 12 months of Master Gunner experience at current grade with MQ rating and high enumeration. Selected to serve as a Platoon Sergeant or Squadron Master Gunner.

**SFC:** 24 months as Platoon Sergeant with MQ rating and high enumeration. Selected to serve as a First Sergeant.

### **Highly qualified looks like:**

**SSG:** 18-24 months as Squad Leader / Section Leader or 12 months of Squad Leader with 12 months of Master Gunner experience at current grade with HQ rating and mid-level enumeration. Selected to serve as a Platoon Sergeant or Squadron Master Gunner.

**SFC:** 18-24 months as Platoon Sergeant with HQ ranking and mid-level enumeration.

\*Armor Proponent defines Squad Leader or Section Leader positions as those within Operating Force, Opposing Force (OPFOR) elements at the Combat Training Centers (JMRC, JRTC, NTC), or within 1-16<sup>th</sup> Cavalry Squadron, 316<sup>th</sup> Cavalry BDE, Fort Benning, GA.





# MOS 19D



## TRAINING

### **Most-qualified looks like:**

**SSG:** Two or more of the following courses: Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, and/or Battle Staff.

**SFC:** Cavalry Leaders Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, or Battle Staff.

### **Highly qualified looks like:**

**SSG:** One of the following courses: Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, and/or Battle Staff.

**SFC:** One of the following courses: Cavalry Leader Course (CLC), Scout Leader Course (SLC), Bradley Master Gunner, Instructor/Operator Course (I/O certification), Ranger, Jump Master, or Battle Staff.

## OTHER INDICATIONS

### **Most-qualified looks like:**

**SSG:** Gainey Cup Best Scout Squad Competition, Squad/Section/Platoon-level competitions, SGT Audie Murphy, SGT Morales, Division NCO Quarter/Year, Distinguished score during Gunnery.

**SFC:** Gainey Cup Best Scout Squad Competition, Squad/Section/Platoon-level competitions, SGT Audie Murphy, SGT Morales, Division NCO Quarter/Year. Focused on Platoon level accomplishments.



# MOS 19D



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**SSG:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**SSG:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

**SFC:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**SSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 60 or more college semester hours or a degree.

**SFC:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 80 or more college semester hours.

### **Highly qualified looks like:**

**SSG:** Graduate of the Advanced Leader Course (ALC) with some college.

**SFC:** Graduate of the Senior Leader Course (SLC) with some college.

\*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 19D



## ASSIGNMENTS







### Broadening and Generating

**SSG:** Troop Master Gunner, Assistant Operations Sergeant, Drill Sergeant, Recruiter, Instructor, Observer Controller Trainer (OC/T), Combat Development NCO, Training Developer/Writer, SFAB Advise/Assist NCO, EOL, Ranger Instructor.

**SFC:** Battalion/Squadron Master Gunner, Talent Manager (HRC), Career Management NCO (OCoA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Observer Controller Trainer (OC/T), EOA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Project Warrior, Military Science Instructor (MSI), SFAB Advise/Assist NCO, MATA Instructor, Ranger Instructor.

# 19K Talent Development Model

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

<div>Rank</div> <div>Position</div>	<div></div> <div>Driver/ Loader</div>	<div></div> <div>Gunner</div>	<div></div> <div>Tank/MPF Commander</div>	<div></div> <div>Platoon Sergeant</div>	<div></div> <div>First Sergeant</div>	<div></div> <div>BN/BDE CSM</div>
<div>Military Education</div>	<div><div>NCOPDS (earliest opportunities to attend courses)</div><div><div>BLC</div><div>ALC</div><div>SLC</div><div>MLC</div><div>SMC</div><div>NOM</div></div></div>					
<div>Civilian Education</div> <div>Degree Program</div>	Associate's Degree		Bachelor's Degree		Master's Degree	
<div>Broadening Opportunities</div> <div>(Not ordered in precedence)</div>	<div>PVT-SPC</div> <div>No broadening opportunities exist</div>	<div>SGT</div> <div>No broadening opportunities exist</div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>Drill Sergeant</li><li>Instructor</li><li>MSI</li><li>Recruiter</li><li>SGL</li></ul></div>	<div>SFC</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Inspector General</li><li>Instructor</li><li>MSI</li><li>Senior Drill Sergeant</li><li>SGL</li><li>Talent Management NCO</li><li>Career Management NCO</li></ul></div>	<div>MSG</div> <div><ul style="list-style-type: none"><li>AC/RC OC/T</li><li>CTC OC/T</li><li>Equal Opportunity Advisor</li><li>Inspector General</li><li>SR Instructor</li><li>MSI</li><li>Senior Career Management NCO</li><li>Senior Talent Management NCO</li></ul></div>	<div>SGM/CSM</div> <div><ul style="list-style-type: none"><li>Branch SGM</li><li>Chief Career Management NCO</li><li>Chief MSI</li><li>CSM O/C</li><li>CST SGM</li><li>DOTS SGM</li><li>CH Instructor</li><li>JMRC CSM</li><li>USAAC BDE CSM</li><li>USASMA<ul style="list-style-type: none"><li>Executive Officer</li><li>Instructor</li><li>Training Developer</li></ul></li></ul></div>
<div>Functional Courses/Troop Schools</div> <div>(Earliest opportunities to attend courses, not all encompassing)</div>	<div>SPC</div> <div><ul style="list-style-type: none"><li>DTMS</li><li>Environmental Compliance</li><li>Unit Armorer</li><li>MPF Operations and Maintenance</li></ul></div>	<div>SGT</div> <div><ul style="list-style-type: none"><li>Abrams Master Gunner</li><li>Safety</li><li>Unit Prevention Leader</li><li>HAZMAT</li></ul></div>	<div>SSG</div> <div><ul style="list-style-type: none"><li>Tank Commander Course</li><li>MPF Commander Course</li><li>Basic Recruiter Course</li><li>Battle Staff NCO</li><li>CFDIC</li><li>Drill Sergeant</li><li>Equal Opportunity</li><li>Master Fitness</li><li>Master Resiliency</li><li>Master Driver</li></ul></div>	<div>SFC</div> <div><ul style="list-style-type: none"><li>Cavalry Leader Course</li><li>Inspector General</li><li>Maneuver Leader Maintenance Course</li></ul></div>	<div>MSG</div> <div><ul style="list-style-type: none"><li>1SG/Commander Course</li><li>Joint Firepower Course</li></ul></div>	<div>SGM</div> <div><ul style="list-style-type: none"><li>Command Sergeant Major Legal Orientation</li><li>Keystone AMF</li><li>Pre-Command Course</li></ul></div>

**\*Requires a minimum of 18 – 24 months to be considered Career Developmental (KD) complete or 12-month KD position w/ 12-months Master Gunner experience at current grade.**



# MOS 19K



The Abrams Crewmember's role on the battlefield is to close with and destroy enemy forces using firepower, mobility, and shock effect. Abrams Crewmember's primarily conduct decisive action in unified land operations.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**SSG:** 24 months as a Tank/MPF Commander or 12 months of Squad Leader with 12 months of Master Gunner experience at current grade with MQ rating and high enumeration. Selected to serve as a Platoon Sergeant or Battalion Master Gunner.

**SFC:** 24 months as a Platoon Sergeant with MQ rating and high enumeration. Selected to serve as a First Sergeant.

### **Highly qualified looks like:**

**SSG:** 18-24 months as Tank/MPF Commander or 12 months of Squad Leader with 12 months of Master Gunner experience at current grade with HQ rating and mid-level enumeration.

**SFC:** 18-24 months as Platoon Sergeant with HQ rating and mid-level enumeration.

\*Armor Proponent defines Tank Commander positions as those within Operating Force, Opposing Force (OPFOR) elements at the Combat Training Centers (JMRC, JRTC, NTC), or within 1-16<sup>th</sup> Cavalry Squadron, 316<sup>th</sup> Cavalry BDE, Fort Benning, GA.



# MOS 19K



## TRAINING

### **Most-qualified looks like:**

**SSG:** Two or more of the following courses: Abrams Master Gunner, Instructor/Operator Course (I/O Certification), and/or Battle Staff.

**SFC:** Two or more of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course (CLC), and/or Battle Staff.

### **Highly qualified looks like:**

**SSG:** One of the following courses: Abrams Master Gunner, Instructor/Operator Course (I/O Certification), or Battle Staff.

**SFC:** One of the following courses: Abrams Master Gunner, Maneuver Leaders Maintenance Course (MLMC), Instructor/Operator Course (I/O Certification), Cavalry Leader Course, or Battle Staff.

## OTHER INDICATIONS

### **Most-qualified looks like:**

**SSG:** Sullivan Cup Best Tank Crew Competition, Tank/Crew/Platoon-level Competitions SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year, Distinguished score during gunnery.

**SFC:** Sullivan Cup Best Tank Crew Competitions, Tank/Crew/Platoon-level Competitions, SGT Audie Murphy, SGT Morales, Division level NCO Quarter/Year. Focused on Platoon level accomplishments.



# MOS 19K



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**SSG:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

**SFC:** AFT Score 450 or above, with a score of 90 in each event, without event substitution and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**SSG:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

**SFC:** AFT Score 400 or above, with a score of 80 in each event, and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**SSG:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 60 or more college semester hours or a degree.

**SFC:** Distinguished Honor Graduate or Commandant's List at PME and functional courses and 80 or more college semester hours.

### **Highly qualified looks like:**

**SSG:** Graduate of the Advanced Leader Course (ALC) with some college.

**SFC:** Graduate of the Senior Leader Course (SLC) with some college.

\*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 19K



## ASSIGNMENTS

### **Broadening and Generating**

**SSG:** Company Master Gunner, Instructor, Doctrinal Developer/Writer, Combat Development NCO, AC/RC positions, Drill Sergeant, Assistant Operations Sergeant, Recruiter, EOA.

**SFC:** Battalion Master Gunner, Talent Manager (HRC), Career Management NCO (OCOA), Operations Sergeant, Assistant Operations Sergeant, Senior Intelligence NCO, Observer Controller Trainer (OC/T), EOA, Inspector General NCO, Senior Drill Sergeant, Senior Instructor, Military Science Instructor (MSI).





# MOS 19Z



The Armor **MSG/1SG** serves as the principal NCO in an Armor Company, Cavalry Troop, or operations staff section. The Armor **SGM/CSM** serves as the senior NCO in a Battalion/Squadron or Brigade/Regiment, or operations staff section.

## LEADERSHIP POSITIONS

### **Most-qualified looks like:**

**MSG/1SG:** 24 months as a Company/Troop First Sergeant with MQ rating and high enumeration. Selected to serve as a Headquarter First Sergeant position.

**SGM/CSM:** 24+ months in a valid CSM/SGM position with MQ rating, high enumeration, and senior rater comments denoting strong potential to serve in higher responsibility positions. Selected to serve in a 6P or 7P position.

### **Highly qualified looks like:**

**MSG/1SG:** 24 months as First Sergeant with HQ rating and high enumeration.

**SGM/CSM:** 24 months in a valid CSM/SGM with HQ rating and high enumeration.



# MOS 19Z



## PHYSICAL FITNESS

### **Most-qualified looks like:**

**MSG/1SG:** AFT Score 450 or above and meets AR 600-9 requirements.

**SGM/CSM:** AFT Score 450 or above and meets AR 600-9 requirements.

### **Highly qualified looks like:**

**MSG/1SG:** AFT Score 400 or above and meets AR 600-9 requirements.

**SGM/CSM:** AFT Score 400 or above and meets AR 600-9 requirements.

## MILITARY/CIVILIAN EDUCATION

### **Most-qualified looks like:**

**MSG/1SG:** Distinguished Honor Graduate or Commandant's List at Master Leaders Course (MLC) and completion of a bachelor's degree.

**SGM/CSM:** Distinguished Honor Graduate or Commandant's List at Sergeant Major Academy (SGM-A) and completion of a Master's Degree.

### **Highly qualified looks like:**

**MSG/1SG:** Graduate of MLC and 100 college semester hours.

**SGM/CSM:** Graduate of SGM-A, and completion of a Bachelor's Degree.

\*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 19Z



## ASSIGNMENTS

### **Broadening and Generating**

**MSG/1SG:** Brigade or higher-level Master Gunner, Senior Talent Manager (HRC), Senior Career Management NCO (OCOA), ROTC MSI, AC/RC, OC/T, Division or higher-level staff, Inspector General NCO, EOA.

**SGM/CSM:** Branch SGM (HRC), Chief Career Management NCO (OCOA), AC/RC, OC/T, Division or higher-level staff, Inspector General NCO, Human Resource Command (HRC), Sergeant Major Management Division (SSMD).

## TRAINING

### **Most-qualified looks like:**

**MSG/1SG:** Two or more of the following courses: Abrams/Bradley Master Gunner, Cavalry Leaders Course (CLC), Joint Fire Power Control and/or Battle Staff.

**SGM/CSM:** Two or more of the following courses: Abrams/Bradley Master Gunner, Cavalry Leaders Course (CLC), Joint Fire Power Control, or the Battle Staff NCO Course.

### **Highly qualified looks like:**

**MSG/1SG:** One of the following courses: Abrams/Bradley Master Gunner, Cavalry Leaders Course (CLC), Joint Fire Power Control, and/or Battle Staff.

**SGM/CSM:** One of the following courses: Abrams/Bradley Master Gunner, Cavalry Leaders Course (CLC), Joint Fire Power Control, or the Battle Staff NCO Course.

## OTHER INDICATIONS

### **Most-qualified looks like:**

**MSG/1SG:** Focused on Company/Troop level accomplishments, Commandants List for MLC.

**SGM/CSM:** Focused on Battalion/Squadron or Brigade/Regiment level accomplishments, Commandants List for USASMA.