

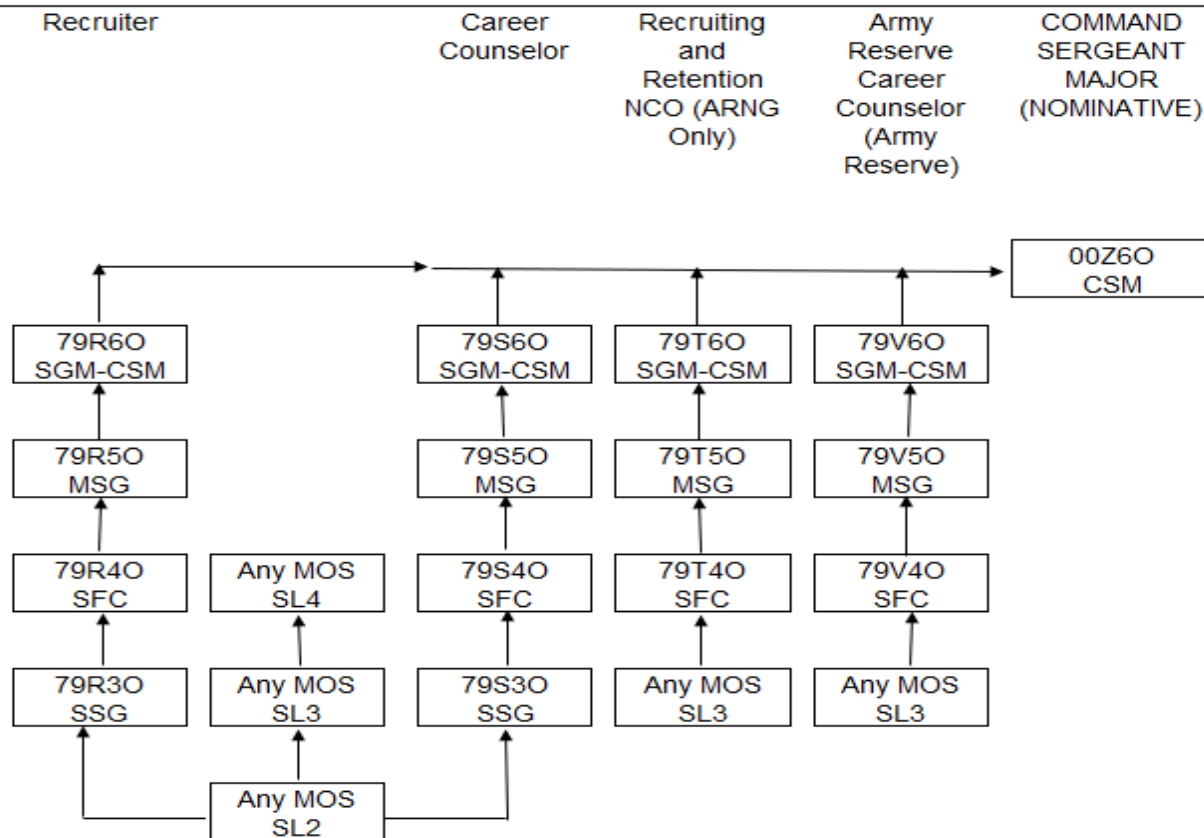


U.S. ARMY

# CMF 79 PROGRESSION CHART



U.S. ARMY



SUBSTITUTABILITY: None

Line of normal progression.

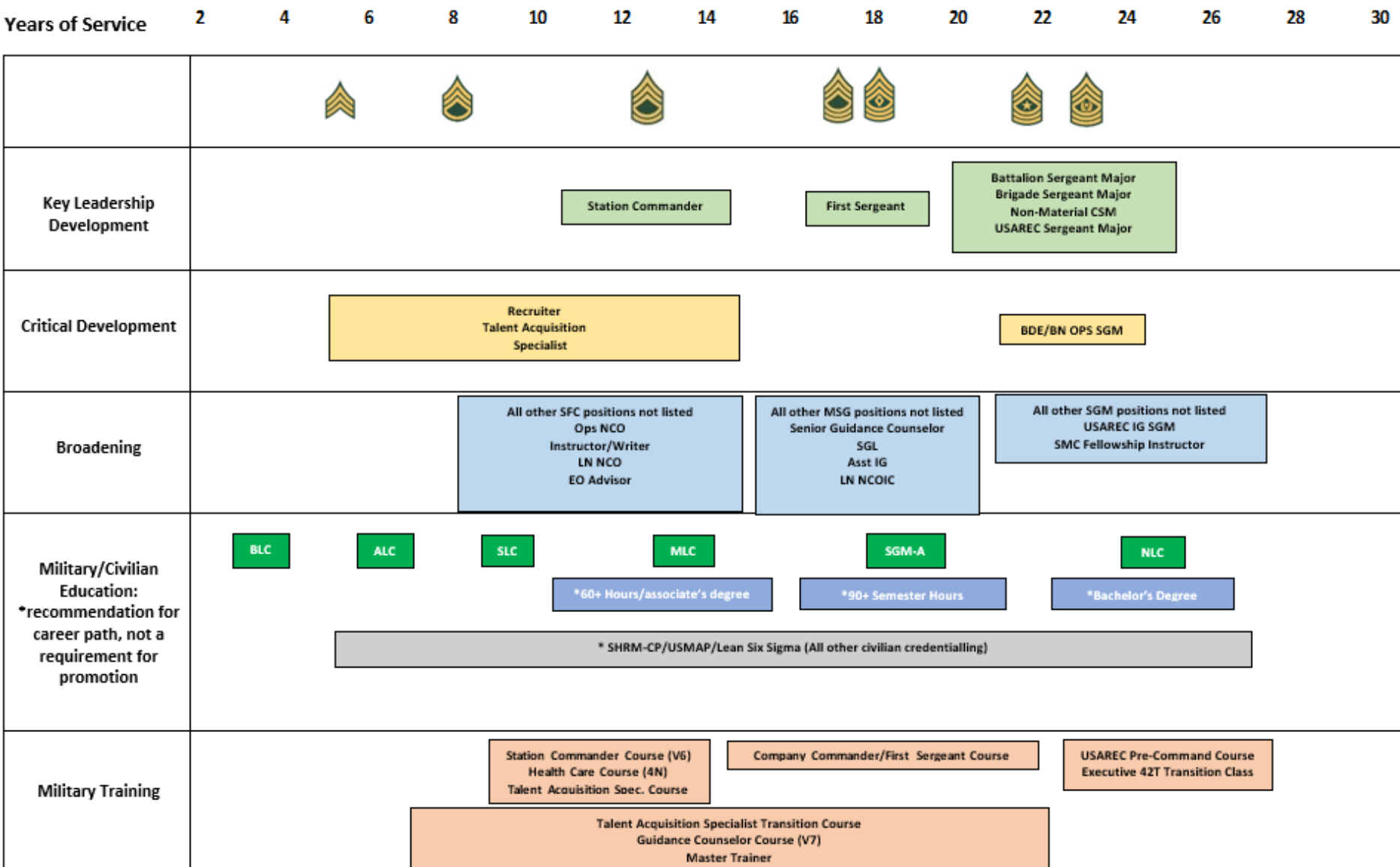


U.S. ARMY

# 79R/42T PROFESSIONAL DEVELOPMENT MODEL



U.S. ARMY





# MOS 79R/42T



## KEY LEADERSHIP POSITIONS

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

**SFC:** Successfully completed a minimum of 36 months as a Station Commander

**MSG:** Successfully completed a minimum of 24 months as a First Sergeant

**CSM/SGM:** Highly successful rated time as a BN/BDE CSM

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

**SFC:** Successfully completed a minimum of 24 months as a Station Commander

**MSG:** Successfully completed a minimum of 18 months as a First Sergeant

**CSM/SGM:** Successful rated time as a BN/BDE CSM

*\*Successfully is defined as NCO who has highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. NCOs with rated successful leadership time at the next higher grade should be looked at favorably.*

## PHYSICAL FITNESS

**Most Qualified Looks Like:** Score 450 on the AFT w/min 80 in each event; profiles score 90 points or above in each graded event.

**Highly Qualified Looks Like:** Score 400 on the AFT w/min 80 in each event; profiles score 80 points or above in each graded event



# MOS 79R/42T



## CRITICAL DEVELOPMENT (Required for Mastery of the MOS)

**SSG:** Recruiter, Talent Acquisition Specialist

**SFC:** Recruiter, Talent Acquisition Specialist

**MSG/SGM:** BN/BDE Operations SGM

\* SFC that is currently in a recruiter/talent acquisition specialist should not be looked at less favorably.

## BROADENING (Used to enhance NCO knowledge, not critical)

**SSG/SFC:** Operations NCO, Master Trainer, Instructor/Writer, Guidance Counselor, LN NCO, EO Advisor, IG NCO, All other SSG/SFC positions not listed.

**MSG:** Ops NCOIC, Senior Master Trainer, Senior Guidance Counselor, Senior Instructor, Asst. IG, LN NCOIC, SR Instructor, All other MSG positions not listed

**SGM:** USAREC IG SGM, SMC Fellowship Instructor, All other SGM positions not listed.

\*Assignments not listed in a specific order.



## **MILITARY EDUCATION**

**Most Qualified Looks Like:** PME Distinguished Honor Graduate or Leadership Awardee on most recent 1059

**Highly Qualified Looks Like:** PME Commandant's List

## **CIVILIAN EDUCATION (Recommended Career Development)**

**SFC:** 60+ SH/Associate's Degree

**MSG:** 90+ SH

**SGM:** Bachelor's Degree

\*Per language in DA Pamphlets, NCOs should be working towards earning a college degree. NCOs civilian education attainments should be viewed as an indicator of individual initiative rather than a prerequisite for selection as most/highly qualified. College is favorable to set NCOs apart from their peers but is not a requirement for promotion.

## **CREDENTIALING**

\*Completing civilian credentialing/professional certifications (e.g., SHRM-CP, LEAN SIX SIGMA, USMAP). All other valid civilian credentialing/professional certifications along with those listed should be viewed as initiative by the NCO but not a requirement for promotion.



# MOS 79R/42T



## OTHER INDICATIONS

**Most-qualified looks like:**

**Most Qualified Looks Like:** Master Recruiter Badge

**Highly Qualified Looks Like:** Gold Recruiter Ring, Glen E. Morrell Award

**\*SSG/SFC/MSG:** NCOs pursuing excellence by winning BDE or higher NCO of the QTR/Year competitions, Instructor of the Year, SGT Audie Murphy/SGT Morales, or seeking other ways to demonstrate excellence in their profession should be viewed favorably.



U.S. ARMY






# 79S PROFESSIONAL DEVELOPMENT MODEL



U.S. ARMY

## 79S Talent Development Model

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

	    																											
Key Leadership Positions	<div>Career Counselor</div> <div>Senior Career Counselor</div> <div>Command Career Counselor Senior Career Counselor</div> <div>Senior Command Career Counselor Command Career Counselor</div>																											
Critical Development	<div>Career Counselor</div> <div>Career Counselor Retention Operations NCO</div> <div>Senior Career Counselor Retention Operations NCO</div> <div>Command Career Counselor Senior Career Counselor Senior Army Retention Operations NCO Senior Retention Operations NCO</div> <div>Senior Army Career Counselor Senior Command Career Counselor Command Career Counselor</div>																											
Broadening	<div>Instructor/Writer (RRC) HRC Analyst Small Group Leader (SLC NCOA)</div> <div>Senior Career Management NCO (RRC) Senior Professional Development NCO (HRC) Senior Analyst (HRC) Division Chief (RRC) Senior Trainer/Developer (RRC) Retention Automations NCO (HRC)</div> <div>Department Director (RRC) Retention and Reclassification Branch SGM (HRC) SGM-A Course Instructor</div>																											
Military/Civilian Education	<div>BLC</div> <div>ALC</div> <div>SLC</div> <div>MLC</div> <div>SGM-A</div> <div>NLC</div> <div>Associate's degree</div> <div>Associate's degree + 30 SH</div> <div>Bachelor's degree</div> <div>Master's degree</div> <div>* SHRM-CP/USMAP/Lean Six Sigma (All other civilian credentialing)</div>																											
Military Training	<div>Transition NCO Course (ASI 4R) Airborne (SQI P) position dependent</div> <div>Common Faculty Development – Instructor Course (SQI 8)</div> <div>Common Faculty Development-Training Course Training and Education-Middle Management Course</div>																											



# MOS 79S



Career Counselors serve as a special staff advisor to the Commander and the CSM on all matters relating to retention, reclassification, career development, separations and attrition management.

## LEADERSHIP POSITIONS

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

**SSG:** MQ and highly enumerated rating while serving at least 24 Months as a battalion level Career Counselor

**SFC:** MQ and highly enumerated rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade, Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), Small Group Leader (NCOA), HRC Analyst (RRB)

**MSG:** MQ and highly enumerated rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO (RRC), Senior Professional Development NCO (HRC), Chief Instructor (RRC), Senior HRC Analyst (RRB), Senior Training Developer/Writer (RRC)

**SGM:** MQ and highly enumerated rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor

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

**SSG:** HQ rating while serving at least 24 Months as a battalion level Career Counselor

**SFC:** HQ rating while serving as Senior Career Counselor (with subordinate Career Counselors) of a brigade, Career Counselor, Retention Operations NCO, Instructor/Writer (RRC), Small Group Leader (NCOA), HRC Analyst (RRB)

**MSG:** HQ rating while serving as Command Career Counselor, Senior Career Counselor (with subordinate Career Counselors) of a brigade, Senior Army Retention Operations NCO, Senior Retention Operations NCO, Senior Career Management NCO (RRC), Senior Professional Development NCO (HRC), Chief Instructor (RRC), Senior HRC Analyst (RRB), Senior Training Developer/Writer (RRC)

**SGM:** HQ rating while serving as a Senior Command Career Counselor, Command Career Counselor, Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Instructor





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# MOS 79S



U.S. ARMY

## PHYSICAL FITNESS

**Most Qualified Looks Like:** Score 450 on the AFT w/min 80 in each event; profiles score 90 points or above in each graded event.

**Highly Qualified Looks Like:** Score 400 on the AFT w/min 80 in each event; profiles score 80 points or above in each graded event

## CRITICAL DEVELOPMENT (Required for Mastery of the MOS)

**SSG:** Career Counselor

**SFC:** Senior Career Counselor, Retention Operations NCO

**MSG:** Command Career Counselor, Senior Career Counselor, Senior Army Retention Operations NCO, Senior Retention Operations NCO

**SGM:** Senior Army Career Counselor, Senior Command Career Counselor, Command Career Counselor

## BROADENING (Used to enhance NCO knowledge)

**SFC:** Instructor/Writer (RRC), HRC Analyst, Small Group Leader (SLC NCOA)

**MSG:** Senior Career Management NCO, Senior Professional Development NCO, Senior Analyst HRC, Division Chief RRC, Senior Trainer/Developer, Retention Automations NCO

**SGM:** Department Director (RRC), Retention and Reclassification Branch SGM (HRC), SGM-A Course Instructor

\*Assignments not listed in a specific order.

**CRUSH IT!!!!**



U.S. ARMY

# MOS 79S



U.S. ARMY

## MILITARY EDUCATION

**Most Qualified Looks Like:** Distinguished Honor Graduate, Distinguished Leadership Award

**Highly Qualified Looks Like:** Commandants List

## CIVILIAN EDUCATION (Recommended Career Development)

### **Most Qualified Looks Like:**

**SSG:** Associate's degree

**SFC:** Associate's degree with an additional 30 semester hours towards a Bachelor's degree

**MSG:** Bachelor's Degree

**SGM:** Master's Degree

**\*Per language in DA Pamphlets, NCOs should be working towards earning a college degree. NCOs civilian education attainments should be viewed as an indicator of individual initiative rather than a prerequisite for selection as most/highly qualified. College is favorable to set NCOs apart from their peers but is not a requirement for promotion.**

## CREDENTIALING

**\*Completing civilian credentialing/professional certifications (e.g., SHRM-CP, LEAN SIX SIGMA, USMAP). All other valid civilian credentialing/professional certifications along with those listed should be viewed as initiative by the NCO but not a requirement for promotion.**



# MOS 79S



## TRAINING

**Most qualified looks like:**

**SSG:** Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**SFC:** Instructor Course (SQI 8), Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**MSG:** Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

**SGM:** Training Development Course, Middle Managers Course, Transition NCO Course (ASI 4R), Airborne (SQI P) position dependent

## OTHER Indicators

**Most qualified looks like:**

**SSG:** Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

**SFC:** Division Career Counselor of the Year or higher, NCO of the QTR/Year, Instructor of the QTR/Year, Sergeant Audie Murphy, SGT Morales

**MSG:** Division Career Counselor of the Year or higher

**SGM:** USASMC Commandants List










# 79T T-32 PROFESSIONAL DEVELOPMENT MODEL



U.S. ARMY

## 79T T-32 Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
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Key Leadership Development	<div>Recruiting and Retention NCO (RRNCO)</div> <div>RRNCO; Assistant Team Leader</div> <div>RRNCO; Team Leader</div> <div>Section Chief; Region 1SG</div> <div>Battalion CSM Operations SGM</div>
Critical Development	<div>MEPS Guidance Counselor; SR MEPS GC; RRBN Ops NCO; Marketing and Advertising NCO; IST &amp; ISR Specialist; Automation NCO; Recruit and Sustainment Program Readiness NCO</div> <div>SR Ops NCO; SR MEPS GC; SR marketing and Advertising NCO; SR IST &amp; ISR SPC</div>
Broadening	<div>RRBN SHARP/SARC NCO; EO Leader; RSP Drill Sergeant; T-10 Career Development Tour (3 years); Reserve Component Career Counselor (RCCC); Recruit Sustainment Program NCO; TRADOC Liaison NCO (LNO)</div> <div>Master Trainer; T-10 Career Development Tour (3 Years); Reserve Component Career Counselor</div> <div>NGB HRR Division SGM; T-10 ARNG Senior Enlisted ; USASMC Instructor; T-10 Fellowship/COP SGM; Component Command Career Counselor SGM; LNO SGM</div>
Military/Civilian Education *Recommendation for career path, not a requirement for promotion	<div> <div>BLC</div> <div>ALC</div> <div>SLC</div> <div>MLC</div> <div>SGM-A</div> <div>NLC</div> </div> <div> <div>*Associate's degree</div> <div>*Associate's degree +30SH</div> <div>*Bachelor's Degree</div> <div>*Master's Degree</div> </div> <div>*SHRM-CP/USMAP/Lean Six Sigma (All other civilian credentialing)</div>
Military Training	<div> <div>SQI4 Recruiting and Retention NCO Course</div> <div>RR Section Chief Course</div> <div>79T Company Pre-Command</div> <div>ARNG 79T BN Pre-command Course</div> </div> <div> <div>ARNG RSP Cadre Course</div> <div>All other Common Military Training: i.e. Master Resiliency Course (8R), EO, SHARP, Instructor, H2F, IG</div> <div>ARNG Unit Retention NCO Course/ Marketing NCO Course</div> </div>



# U.S. ARMY

**CRUSH IT!!!!**



U.S. ARMY







# 79T PROFESSIONAL DEVELOPMENT MODEL



U.S. ARMY

## 79T T-10 Professional Development Model

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

	     
Key Leadership Development	<div>NA</div> <div>NA</div> <div>TRADOC LNCO RCCC SMTB Instructor</div> <div>SR SMTB Instructor SMTB Team Chief SR RCCC/LNCO</div> <div>RCCC SGM TRADOC LNCO SGM</div>
Critical Development	<div>Recruiting Standards Branch Analyst Accession Branch NCO Attrition Management Branch NCO Marketing and Advertising NCO</div> <div>Recruiting Operations Center (ROB) Waivers NCO Requests, Operations NCO, RSB SR Analyst, OPS NCO, SR NGB RSP Support NCOIC, SR NGB Accessions NCOIC</div> <div>SMTB SGM; HRR Division SGM RCCC SGM LNCO SGM</div>
Broadening	<div>NCOA Small Group Leader</div> <div>79T Assignments NCO 79T Career Management NCO Deputy Commandant 79T NCOA 3yr T-32 Career Development Tour (Section Chief, Region 1SG)</div> <div>NGB HRR Division SGM; T-10 ARNG Senior Enlisted ; USASMC Instructor; T-10 Fellowship/COP SGM; Component Command Career Counselor SGM; LNO SGM</div>
Military/Civilian Education *Recommendation for career path, not a requirement for promotion	<div>BLC</div> <div>ALC</div> <div>SLC</div> <div>MLC</div> <div>SGM-A</div> <div>NLC</div> <div>*Associate's degree</div> <div>*Associate's degree +30SH</div> <div>*Bachelor's Degree</div> <div>*Master's Degree</div> <div>*SHRM-CP/USMAP/Lean Six Sigma (All other civilian credentialling)</div>
Military Training	<div>SQI4 Recruiting and Retention NCO Course</div> <div>RR Section Chief Course</div> <div>79T Company Pre-Command</div> <div>ARNG 79T BN Pre-command Course</div> <div>ARNG RSP Cadre Course</div> <div>All other Common Military Training: i.e. Master Resiliency Course (8R), EO, SHARP, Instructor, H2F, IG</div> <div>ARNG Unit Retention NCO Course/ Marketing NCO Course</div>



# MOS 79T



## KEY LEADERSHIP POSITIONS

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

- SSG:** Successfully completed a minimum of 36 months as a Recruiting and Retention NCO (RRNCO), Director's 54 awardee  
**SFC:** Successfully completed a minimum of 24 months as a Recruiting and Retention Team Leader (RRTL), Director's 54 awardee  
**MSG:** Successfully completed a minimum of 24 months as a Section Chief, Region 1SG  
**CSM/SGM:** Successfully completed 24 months as a Recruiting and Retention Operations SGM, CSM

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

- SSG:** Successfully completed a minimum of 36 months as a Recruiting and Retention NCO (RRNCO)  
**SFC:** Successfully completed a minimum of 24 months as a Recruiting and Retention Team Leader (RRTL)  
**MSG:** Successfully completed a minimum of 24 months as a Section Chief, Region 1SG  
**CSM/SGM:** Successfully completed 24 months as a Recruiting and Retention Operations SGM, CSM

*\*Successfully is defined as NCO who has highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. NCOs with rated successful leadership time at the next higher grade should be looked at favorably.*

## PHYSICAL FITNESS

**Most Qualified Looks Like:** Score 450 on the AFT w/min 80 in each event; profiles score 90 points or above in each graded event

**Highly Qualified Looks Like:** Score 400 on the AFT w/min 80 in each event; profiles score 80 points or above in each graded event



# MOS 79T T-32



## CRITICAL DEVELOPMENT (Required for Mastery of the MOS)

**SGT/SSG:** These Soldiers primary focus should be in the development of the core competencies of MOS 79T (three tenet mission of a production RRNCO)

**SFC:** Operations SGT, MEPS Guidance Counselor, IST Coordinator, RSPO Readiness NCO, 79T Automation NCO, Marketing and Educational Specialist

**MSG:** SR MEPS Guidance Counselor, SR IST & ISR Specialist, SR Marketing and Education Specialist, SR Ops NCO

## BROADENING (Used to enhance NCO knowledge, not critical)

**SFC:** RSP Drill Sergeant, SHARP/SARC NCO, EO Leader, T-10 Career Development Tour as a RCCC, ARNG LNO NCO, or a NGB Staff Position

**MSG:** T-10 Career Development Tour as a NGB Staff Position, Master Trainer

**SGM:** NGB-HRR Division SGM, ARNG Enlisted Advisor, TRADOC LNO SGM, RCCC SGM, USASMA Instructor

\*Assignments not listed in a specific order.



# MOS 79T T-10



## CRITICAL DEVELOPMENT (Required for Mastery of the MOS)

**SGT/SSG:** **NA**

**SFC:** TRADOC LNCO, RCCC, SMTB Instructor/Writer

**MSG:** SR SMTB Instructor, SMTC Team Chief, SR RCCC/LNCO

## BROADENING (Used to enhance NCO knowledge, not critical)

**SFC:** NCOA Small Group Leader

**MSG:** 79T Assignments NCO, 79T Career Management NCO, Deputy Commandant 79T NCOA, 3yr T-32 Career Development Tour (Section Chief, Region 1SG)

**SGM:** NGB HRR Division SGM; T-10 ARNG Senior Enlisted; USASMC Instructor; T-10 Fellowship/COP SGM; Component Command Career Counselor SGM; LNO SGM

*\*Assignments not listed in a specific order.*





U.S. ARMY

# MOS 79T



U.S. ARMY

## MILITARY EDUCATION

**Most Qualified Looks Like:** PME Distinguished Honor Graduate or Leadership Awardee on most recent 1059

**Highly Qualified Looks Like:** Graduated required PME

## CIVILIAN EDUCATION (Recommended Career Development)

**SFC:** Associate's Degree

**MSG:** Bachelor's Degree

**SGM:** Master's Degree

**\*Per language in DA Pamphlets, NCOs should be working towards earning a college degree. NCOs civilian education attainments should be viewed as an indicator of individual initiative rather than a prerequisite for selection as most/highly qualified. College is favorable to set NCOs apart from their peers but is not a requirement for promotion.**

## CREDENTIALING

**\*Completing civilian credentialing/professional certifications (e.g., SHRM-CP, LEAN SIX SIGMA, USMAP). All other valid civilian credentialing/professional certifications along with those listed should be viewed as initiative by the NCO but not a requirement for promotion.**



# MOS 79T



## Training:

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

**SSG:** ARNG Recruit Sustainment Program (RSP) Cadre Course; Leadership awardee

**SFC:** ARNG Senior Leadership Course and Drill Sergeant Course; Commandant's List, Leadership Award recipient

**MSG:** Master Leader Course (MLC); Commandant's List, Leadership Award recipient, Highest AFT Score recipient

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

**SSG:** ARNG RSP Cadre Course and Instructor Course

**SFC:** ARNG RSP Cadre course, Instructor Course, ARNG Liaison (LNO)/Initial Active-Duty Training (IADT)

**MSG:** Company Pre-Command Course, Master Resilience Training, common Faculty Development/Instructor Course

**CSM/SGM:** United States Army Sergeants Major Academy Graduate

## OTHER INDICATIONS

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

**SSG:** Director's 54, Recruiting and Retention Rookie of the Year, RRNCO of the Quarter

**SFC:** Director's 54, RRNCO of the Quarter, RSP Site of the Year

**MSG:** NCOIC of the Year, RSP of the Year



U.S. ARMY

# 79V PROFESSIONAL DEVELOPMENT MODEL



U.S. ARMY

## 79V Professional Development Model

Years of Service	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30
Key Leadership Development															
Critical Development															
Broadening															
Military/Civilian Education *Recommendation for career path, not a requirement for promotion															
Military Training															



# MOS 79V



## KEY LEADERSHIP POSITIONS

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

**SSG/SFC:** A minimum of 12 months of exceptional performance as an Area Leader or Senior Officer Accessions NCO, showcasing strong leadership in training, mentoring, and Soldier management. For SSG a minimum of 24 months of exceptional performance as ARCC or OANCO.

**MSG:** A minimum of 36 months of proven leadership in critical roles such as First Sergeant (responsible for company well-being and readiness), Area Leader (overseeing larger groups of Soldiers and resources), Senior Officer Accessions NCO (developing future Army Leaders), or BN/BDE Operations NCO (integral to planning and coordinating battalion/brigade operations).

**CSM/SGM:** A minimum of 36 months of exceptionally rated ("Highly Successful") performance as a Battalion Sergeant Major, demonstrating superior leadership, mentorship, and strategic thinking that significantly impacts battalion effectiveness.

**Taking challenging assignments like Area Leader in certain locations, managing 7-10+ ARCCs, directly benefits your professional development and future leadership opportunities.**

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

**SSG/SFC:** A minimum of 36 months of successful performance in roles such as Army Reserve Career Counselor, Instructor, or Command Career Counselor; or 24 months of experience as an Officer Accessions NCO or BN/BDE Operations NCO. These roles demand specialized skills and contribute significantly to Soldier development and operational effectiveness.

**MSG:** A minimum of 24 months of successful performance in key positions such as Area Leader, Senior Officer Accessions NCO, Senior Sustainment NCO, or Command Career Counselor. These roles demonstrate leadership capabilities and expertise in critical areas.

**CSM/SGM:** A minimum of 24 months of highly successful performance as a Battalion Sergeant Major, exhibiting strong leadership and contributing to battalion success.

**"Successful performance" is defined by consistent high ratings (Most Qualified/Highly Qualified) on NCOERs, demonstrating sustained excellence and contributing to a competitive board file. Experience successfully performing in leadership roles at the next higher grade will be considered a significant advantage.**

## PHYSICAL FITNESS

**Most Qualified Looks Like:** Demonstrates superior physical fitness with an AFT score of 450 or higher, and a minimum score of 80 points in each event. Soldiers with profiles must achieve 90 points or above in each graded event.

**Highly Qualified Looks Like:** Achieves a high level of physical fitness with an AFT score of 400 or higher, and a minimum score of 80 points in each event. Soldiers with profiles must achieve 80 points or above in each graded event.



# MOS 79V



## CRITICAL DEVELOPMENT (Required for Mastery of the MOS)

**SSG/SFC:** Group/BN Operations NCO, Officer Accessions NCO, Group Individual Ready Reserve (IRR) NCO, Group Reenlistment Incentives and Policies NCO, BN/BN Group Training NCO

**MSG:** Senior Operations NCO, Group Operations NCO, Group Senior Officer Accessions NCO, Senior Reserve Component Career Counselor, Group IRR NCOIC, Group Reenlistment Incentives and Policies NCOIC, BN/Group Master Trainer

**SGM:** Senior Army Reserve Career Counselor, Operations Branch SGM

These assignments provide SFCs with the broadened experience and skills necessary for increased responsibility and MOS mastery.

## BROADENING (Used to enhance NCO knowledge, not critical)

**SSG/SFC:** Sustainment NCO, Command Career Counselor, Reserve Component Career Counselor, Career Manager Human Resources Command (HRC), Instructor/Writer, Training Developer, All other SFC positions not listed

**MSG:** Senior Career Management NCO, Senior Retention Component Careers Counselors (RCCC) USAR Operations NCO, Senior Instructor/Writer, Senior RCCC Policy Manager, Senior Training Developer/Writer, Senior Sustainment NCO, Retention and Enlisted HR Policy Advisor, All other MSG positions not listed

**SGM:** USARCG HQ CSM, Reserve Component Transition (RCT) Branch SGM, Senior Reserve Component Command Career Counselor, USARRTC Division Chief SGM, Senior Army Reserve Career Counselor

\*Assignments not listed in a specific order.



# MOS 79V



## MILITARY EDUCATION

**Most Qualified Looks Like:** Demonstrates exceptional leadership and academic achievement as evidenced by recognition as a Distinguished Honor Graduate or Leadership Awardee on their most recent DA Form 1059 (Service School Academic Evaluation Report).

**Highly Qualified Looks Like:** Demonstrates strong academic performance by achieving placement on the Commandant's List for Professional Military Education (PME).

## CIVILIAN EDUCATION (Recommended Career Development)

**SSG/SFC:** Associate's Degree or 60 credit hours

**MSG:** Bachelor's Degree or 90 credit hours

**SGM:** Master's Degree/PhD

**In accordance with Army guidance, NCOs are encouraged to pursue civilian education as a key component of professional development. While a college degree is a valuable asset and demonstrates initiative, it is not a prerequisite for consideration as "most qualified" or "highly qualified," nor is it a requirement for promotion. Civilian education achievements will be considered a positive factor in distinguishing candidates, but the primary focus remains on demonstrated performance and leadership potential.**

## CREDENTIALING

**Earning civilian credentials and professional certifications (such as SHRM-CP, Lean Six Sigma, and USMAP, as well as other relevant certifications) demonstrates commendable initiative and a commitment to professional growth. While these certifications enhance an NCO's qualifications and are highly valued, they are not mandatory for promotion.**



# MOS 79V



## OTHER INDICATIONS

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

**Most Qualified Looks Like:** Army Reserve Career Counselor of the Year, BN/BDE Top Production Awards, NCO of the Year, Member of BDE Best Squad, The Sergeant Major Jerome Pionk Excellence Award

**\*SSG/SFC/MSG:** The pursuit of excellence is fundamental to effective NCO leadership. This dedication is clearly demonstrated through achievements like earning the prestigious Instructor of the Year award, which recognizes exceptional skill in developing and mentoring Soldiers. Furthermore, induction into the esteemed Sergeant Audie Murphy Club or Sergeant Morales Club signifies a commitment to embodying the highest ideals of leadership, professionalism, and selfless service. These accomplishments, along with other distinguished professional endeavors – such as completing demanding leadership courses, earning advanced certifications, or contributing significantly to unit performance – reflect a deep and sustained commitment to personal and professional growth. Such a commitment not only strengthens the individual NCO but also significantly contributes to the overall strength and effectiveness of the NCO Corps. Therefore, it is imperative that NCOs who actively seek these and other comparable forms of professional distinction are strongly encouraged and supported by their leaders. By fostering a culture that values and rewards the pursuit of excellence, the Army cultivates a higher standard of leadership within its units, inspiring others to emulate these achievements and contribute to a more capable and ready force.