

KEY DEVELOPMENT POSITIONS

Successfully served in positions identified by proponent.

MQ: 30-36 months with MQ rating and high enumeration. Selected to serve in higher position.

HQ: 24-30 months with HQ rating and mid-level enumeration.

Q: 18-24 months in position.

Serving one level up from your grade plate

Note: Consider / forecast that the SM is currently in a KD position and may have the required KD time upon release of board results / OML numbers.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- Completed College Degree (Bachelors, Masters)
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- Enrolled in College Degree seeking program and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Q: Graduate of required PME or Military Course.

Note: College is favorable indicator to set SMs apart from their peers, it is not a promotion requirement.

PHYSICAL FITNESS

AFT (General Standard)

MQ: AFT score 450 or above, with a score of 90 in each event.

HQ: AFT score 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 300, with a score of 60 in each event and meets AR 600-9 qualifications..

AFT (Combat Standard)

Applicable MOS/AOCs: 11A, 11B, 11C, 11Z, 12A, 12B, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z

MQ: AFT score of 450 or above, with a score of 90 in each event.

HQ: AFT score of 400 or above, with a score of 80 in each event.

Q: Minimum AFT score of 350, with a score of 60 in each event and meets AR 600-9 qualifications.

OTHER CONSIDERATIONS:

- Competitive Army hosted/sponsored events. Example of events but not limited to: Army 10 Miler, Iron NCO Competition, Best Squad Competition

- Master Fitness Trainer

Note: Consider if Soldier achieved / developed subordinates in physical fitness and overall readiness of their formation.

(Team/Squad/Section/Platoon/Detachment)

ASSIGNMENTS

Broadening: Army construct will drive assignments, based on priorities. This will change frequently. Examples of assignments but not limited to:

- Joint
- NATO
- Instructor/Small Group Leader
- Observer Controller/Trainer (OC/T)
- Drill Sergeant
- Recruiter
- Talent Manager (HRC)
- Inspector General NCO
- Military Science Instructor (MSI)
- EOA / SARC
- AC/RC Positions
- Doctrinal Developer/Writer

OTHER INDICATORS MQ/HQ

MQ:

- Expert Soldier Badge
- Master Instructor Badge
- Recruiter Gold Badge
- SGT Audie Murphy Club Inductee (CONUS)
- SGT Morales Club Inductee (OCONUS)
- Brigade level or higher Instructor of the Year
- Brigade level or higher NCO of the Year
- Drill Sergeant of the Year
- "Best of Series" (Winner)
- Professional Military Writing Peer Reviewed Article (Published)
- Military Outstanding Volunteer Service Medal (MOVSM)

HQ:

- Senior Instructor Badge
- Recruiter Silver Badge
- NCO of the Quarter
- "Best of Series" (Completed)
- Drill Sergeant Leader

Q:

- Basic Instructor Badge
- Basic Recruiter Badge

37F SSG (Skill Level 3) Provides specific guidance and training for subordinates. Assists in preparing and conducting PO training programs. Plans and organizes work schedules and assigns specific tasks in support of PO missions. Conducts liaison with the supported unit staffs. Coordinates resource requirements for the development, production, and dissemination of MISO products. Advises supported units on PO planning considerations. Integrates PO into conventional and special operations tactical through strategic level planning. Analyzes current intelligence products to identify gaps and subsequent collection requirements to support PO. Supervises receipt, analysis, and storage of MISO-related information. Assists in the planning, identification, and deployment of PO forces. Coordinates MISO information collection requirements with supported command. Reviews analysis performed by subordinates. Supervises scriptwriters, broadcast specialists, journalists, and illustrators in the development and production of MISO products. Supervises distribution and dissemination of MISO products. Determines dissemination requirements for MISO products. Assesses the overall impact of the MISO series on TA behavior.

37F SFC (Skill Level 4) Perform all duties of preceding skill level. Provides specific guidance and training for subordinates. Develops and conducts PO specific training programs. Plans and organizes PO task organizations. Supervises the planning, production, and dissemination of MISO products. Supervises the implementation and execution of MISO. Coordinates PO liaison activities within supporting and supported unit staffs. Assists in planning for PO units at Brigade Combat Team (BCT) and above.

37F MSG / 1SG (Skill Level 5). Perform all duties of preceding skill level. Advises the commander on matters pertaining to enlisted personnel. Provides specific guidance and training for subordinates. Coordinates PO liaison activities within supporting and supported unit staffs. Supervises the planning, organization, training, and coordination of activities within PO units. Supervises the employment of PO forces and execution of PO activities. Conducts planning for PO units at GCCs. Performs duties as PO staff NCO at Division and above, Command headquarters and joint commands.

37F SGM / CSM (Skill Level 6). Perform all duties of preceding skill level. Advises the commander and staff on all matters pertaining to enlisted personnel. Enforces the implementation of established policies and standards as they pertain to enlisted personnel within the command. Provides counsel and guidance to the NCOs and other enlisted Soldiers of the command. Manages the daily activities and operations of the unit.

KEY DEVELOPMENT POSITIONS

MQ: Awarded PDPC-ASI "6H" and 12 months in a Key (Nominative / Special) Assignment with a consistent pattern of "far exceeded" ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ: Awarded PDPC-ASI "6H" and 12 months in a MOS Enhancing / Broadening Assignment with a consistent pattern of "exceeded" ratings and senior rater comments of strong potential to serve at the next higher grade.

Q: 24 months of successful service as a SSG in a PO unit of action (PSY-D) (awarded PDPC-ASI "6H").

MILITARY / CIVILIAN EDUCATION

MQ: ALC graduate; Completion of an associate's or higher-level degree or 60+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

HQ: ALC graduate. Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

Q: BLC graduate.

TRAINING

MQ: Static Line Jumpmaster; Completion of two or more advanced skill / functional courses; OPI FLPR of 1+ or DLPT FLPR of 1+/1+ in SM's assigned CLANG (within 12 months).

HQ: Completion of one advanced skill / functional courses; Current DA 330 in SM's assigned CLANG (within 12 months).

Q: Current DA 330 in SM's assigned CLANG (within 12 months).

- Special consideration should be given to those SSGs who have successfully completed the SPT training pathway and been awarded the S5J PDSI.
- A FLPR of 2 / 2 or higher should be viewed as exceptional.

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Drill Sergeant; Recruiter; Basic Airborne Course Instructor.

HQ

MOS Enhancing Assignments: Instructor/Writer; POAS Assessor; NCOA Instructor; OSW; SMU; Theatre Information Advantage Detachment (TIAD) ; Information Warfare Center (IWC); BN / GRP staff NCO; Operational HQs PO planner;

MOS Broadening Assignments: SHARP/Victim Advocate; EOL / EOR.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).

KEY DEVELOPMENT POSITIONS

MQ: 36+ months accumulative duty in a PO SGT position (Training / Operations) with a consistent pattern of “far exceeded” ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ: 24+ months of accumulative successful duty in a PO SGT position (Training / Operations) with strong evaluations regarding potential with supporting enumerations.

Q: 18+ months or more accumulative successful service as a PO SGT position (Training / Operations).

Note: SSGs in Airborne units must be able to maintain airborne status unless not required by position.

MILITARY / CIVILIAN EDUCATION

MQ: ALC graduate; Completion of an associate’s or higher-level degree or 60+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

HQ: ALC graduate. Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

Q: BLC graduate.

TRAINING

MQ: Requirements of HQ, and: Completion of one or more advanced skill / functional courses, such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

HQ: Battle Staff NCO Course. Jumpmaster Course (for SSG in Airborne units).

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Drill Sergeant; Recruiter

HQ

MOS Enhancing Assignments: BN / GRP staff NCO; MOS-T Instructor.

MOS Broadening Assignments: Instructor/Writer; SHARP/Victim Advocate; EOL / EOR; NCOA Instructor.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SSG/SFC (i.e, manage a section of 3-5 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization / Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 36+ months accumulative duty in a PO Team Chief in a PO unit of Action with a consistent pattern of “far exceeded” ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ: 24+ months of accumulative successful duty in a PO Team Chief in a PO unit of Action with strong evaluations regarding potential with supporting enumerations.

Q: 18+ months or more accumulative successful service as a PO Team Chief in a PO unit of Action.

Note: SSGs in Airborne units must be able to maintain airborne status unless not required by position.

MILITARY / CIVILIAN EDUCATION

MQ: ALC graduate; Completion of an associate’s or higher-level degree or 60+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

HQ: ALC graduate. Completion of 45+ credit hours towards a degree or a civilian technical skill certification.

Q: BLC graduate.

TRAINING

MQ: Requirements of HQ, and: Completion of one or more advanced skill / functional courses, such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

HQ: Battle Staff NCO Course. Jumpmaster Course (for SSG in Airborne units).

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Drill Sergeant; Recruiter

HQ

MOS Enhancing Assignments: BN / GRP staff NCO; MOS-T Instructor.

MOS Broadening Assignments: Instructor/Writer; SHARP/Victim Advocate; EOL / EOR; NCOA Instructor.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SSG/SFC (i.e, manage a section of 3-5 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization / Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: Awarded PDPC-ASI “7H” and 12 months in a Key (Nominative / Special) Assignment with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ: Awarded PDPC-ASI “7H” and 12 months in a MOS Enhancing / Broadening Assignment with a consistent pattern of “exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

Q: 24 months of successful service in a PO Team Sergeant position (awarded PDPC-ASI “7H”).

MILITARY / CIVILIAN EDUCATION

MQ: SLC graduate; Completion of an associate’s degree +30 credit hours, or a higher-level degree, or 90+ credit hours towards a bachelor’s degree or multiple civilian technical skills certifications.

HQ: SLC graduate. Completion of associate’s degree or 60+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

Q: ALC graduate.

TRAINING

MQ: Static Line Jumpmaster; Completion of three or more advanced skill / functional courses; OPI FLPR of 1+ or DLPT FLPR of 1+/1+ in SM’s assigned CLANG (within 12 months).

HQ: Completion of two advanced skill / functional courses; Current DA 330 in SM’s assigned CLANG (within 12 months).

Q: Current DA 330 in SM’s assigned CLANG (within 12 months).

- Special consideration should be given to those SFCs who have successfully completed the SPT training pathway and been awarded the S5J PDSI.
- A FLPR of 2 / 2 or higher should be viewed as exceptional.

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Enlisted Career Manager (Proponent); Talent Manager (HRC); Senior Drill Sergeant; Recruiter; Basic Airborne Course Instructor.

HQ

MOS Enhancing Assignments: Instructor / Writer; Doctrine Writer; Training Developer; SPT; POAS Senior Assessor; NCOA Instructor; OSW; SMU; IWC; PO staff NCO at BN and higher echelon HQs; TIAD; Multi-Domain Task Force (MDTF); Multi-Domain Effect Battalion (MDEB); Operational HQs PO planner

MOS Broadening Assignments: AIT Platoon Sergeant; Observer Controller at JRTC / NTC / JPMC; Victim Advocate / SARC; EOL / EOR / EOA; IG; Security Force Assistance Brigade (SFAB) Planner.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).

KEY DEVELOPMENT POSITIONS

MQ: 48+ months accumulative duty in a Senior PO SGT position in a PO unit with a consistent pattern of "far exceeded" NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

HQ: 36+ months of accumulative successful duty in a Senior PO SGT position in a PO unit with strong evaluations regarding potential with supporting enumerations.

Q: 24+ months or more accumulative successful service in a Senior PO SGT position PO unit.

Note: SFCs in Airborne units must be able to maintain airborne status unless not required by position.

- Special consideration should be given to those SFCs who have both tactical PSY-D and tactical Product Development Division experience.
- Special consideration should be given to those SFCs who have both operational and generating force experience.

MILITARY / CIVILIAN EDUCATION

MQ: SLC graduate; Completion of an associate's degree +30 credit hours, or higher-level degree, or 90+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

HQ: SLC graduate. Completion of associate's degree or 60+ credit hours towards a bachelor's degree or a civilian technical skill certification.

Q: ALC graduate.

TRAINING

MQ: Requirements of HQ, and completion of two or more advanced skill / functional courses, such as: Tactical IO, Drill Sergeant, Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

HQ: Battle Staff NCO Course graduate; Jumpmaster Course graduate (for SFC in Airborne units).

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: SR Drill SGT; Recruiter.

HQ

MOS Enhancing Assignments: PO Instructor /Writer; SR PO SGT (BN and Higher echelon HQs); 37F MOS-T or ALC Instructor; MISO / PO Staff NCO.

MOS Broadening Assignments: Operations / Plans / Training NCO; Instructor / Writer; Victim Advocate / SARC; EOL / EOR / EOA; NCOA Instructor; IG NCO.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SFC/MSG (i.e, manage a section of 5-16 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization / Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 48+ months accumulative duty in a Senior PO SGT position in a PO unit with a consistent pattern of "far exceeded" ratings and Senior Rater comments of strong potential to serve at next grade.

HQ: 36+ months of accumulative successful duty in a Senior PO SGT position PO unit with strong evaluations regarding potential with supporting enumerations.

Q: 24+ months or more accumulative successful service in a Senior PO SGT position PO unit.

Note: SFCs in Airborne units must be able to maintain airborne status unless not required by position.

- Special consideration should be given to those SFCs who have both tactical PSY-D and tactical Product Development Division experience.
- Special consideration should be given to those SFCs who have both operational and generating force experience.

MILITARY / CIVILIAN EDUCATION

MQ: SLC graduate; Completion of an associate's or higher-level degree or 90+ credit hours towards a bachelor's degree or multiple civilian technical skills certifications.

HQ: SLC graduate. Completion of associate's degree or 60+ credit hours towards a bachelor's degree or a civilian technical skill certification.

Q: ALC graduate.

TRAINING

MQ: Requirements of HQ, and completion of two or more advanced skill / functional courses, such as: Tactical IO, Drill Sergeant , Instructor, MILDEC, JSOU Courses, EO/SHARP, EJPME-1, ARRTC /USAR Courses.

HQ: Battle Staff NCO Course graduate; Jumpmaster Course graduate (for SFC in Airborne units).

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: SR Drill SGT; Recruiter.

HQ

MOS Enhancing Assignments: PO Instructor /Writer; SR PO SGT (BN and Higher echelon HQs); 37F MOS-T or ALC Instructor; MISO / PO Staff NCO.

MOS Broadening Assignments: Operations / Plans / Training NCO; Instructor / Writer; Victim Advocate / SARC; EOL / EOR / EOA; NCOA Instructor; IG NCO.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SSG/SFC (i.e, manage a section of 3-5 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization / Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: Awarded PDPC-ASI “8H” and 24 months rated time as a 1SG and 12 months in a Key (Nominative / Special) Assignment with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ: Awarded PDPC-ASI “8H” and 12 months rated time as a 1SG or 12 months in a MOS Enhancing / Broadening Assignment with a consistent pattern of “exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

Q: 24 months of successful service in a PO DET SGT position (awarded PDPC-ASI “8H”).

- Special consideration should be given to those MSGs who have been selected for or have successfully served in a nominative 1SG assignment outside of the PO Regiment.
- Successful completion of a nominative 1SG assignment outside of the PO Regiment is equivalent to assignment as a PSY-C 1SG.
- Successful service as a HSC/HHC 1SG should be viewed as exceptional.

MILITARY / CIVILIAN EDUCATION

MQ: MLC graduate; Completion of bachelor’s degree or attained 30 or more credit hours towards a graduate degree or multiple civilian technical skills certifications.

HQ: MLC graduate; 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

Q: SLC graduate.

TRAINING

MQ: Static Line Jumpmaster; Completion of four or more advanced skill / functional courses; OPI FLPR of 1+ or DLPT FLPR of 1+/1+ in SM’s assigned CLANG (within 12 months).

HQ: Completion of three advanced skill / functional courses; Current DA 330 in SM’s assigned CLANG (within 12 months).

Q: Current DA 330 in SM’s assigned CLANG (within 12 months).

- A FLPR of 2 / 2 or higher should be viewed as exceptional.

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Senior Enlisted Career Manager (Proponent); Senior Talent Manager (HRC); POAS NCOIC; Headquarters Support Company (HSC) / Headquarters and Headquarters Company (HHC) 1SG at a PSY-B/G, or USAJFKSWCS.

HQ

MOS Enhancing Assignments: Senior Instructor / Writer; Senior Doctrine Writer; Senior Training Developer; G3 / S3X NCO; SPT; TIS or OSW; SMU / Special Activities; SMU Troop SGM/SEL; SMU OPS SGM; Senior PO staff NCO at GRP and higher echelon HQs, Operational HQ Senior PO Planner.

MOS Broadening Assignments: Senior Observer Controller at JRTC / NTC / JRMC; SARC; EOA; Inspector General (IG) NCO.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).

KEY DEVELOPMENT POSITIONS

MQ: 48+ months of accumulative successful service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

HQ: 36+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

Q: 24+ months or more accumulative successful service in a PO unit.

Note: MSGs in Airborne units must be able to maintain airborne status unless not required by position.

- Special consideration should be given to those MSGs who have both operational and generating force experience.

MILITARY / CIVILIAN EDUCATION

MQ: MLC graduate; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certifications.

HQ: MLC graduate: Attained 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

Q: SLC graduate.

TRAINING

MQ: Meets FQ/HQ requirements, and: Completion of three or more advanced skill / functional courses, such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

HQ: Meets Q, and: Battle Staff NCO Course graduate; Jumpmaster graduate (for MSG / 1SG in Airborne units); USAR Co Cdr/1SG Course (those in 1SG positions); Completion of two or more advanced skill / functional courses.

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); USAR Co Cdr/1SG Course (those in 1SG positions).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: USAR Nominative 1SG

HQ

MOS Enhancing Assignments: PO Training Developer; BN / GRP Staff NCO; MISO / PO Staff NCO.

MOS Broadening Assignments: USACAPOC Air Division NCOIC; USACAPOC Mobilization NCO; Assistant IG; EOA; SHARP/SARC NCO.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a MSG/1SG (i.e, manage a section of 16-100 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 48+ months of accumulative successful service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at next grade.

HQ 36+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

Q: 24+ months or more accumulative successful service in a PO unit.

MILITARY / CIVILIAN EDUCATION

MQ: MLC graduate; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certifications.

HQ: MLC graduate: Attained 90+ credit hours towards a bachelor’s degree or a civilian technical skill certification.

Q: SLC graduate.

TRAINING

MQ: Meets FQ/HQ requirements, and: Completion of three or more advanced skill / functional courses, such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

HQ: Meets Q, and: Battle Staff NCO Course graduate; Jumpmaster graduate (for MSG / 1SG in Airborne units); USAR Co Cdr/1SG Course (those in 1SG positions); Completion of two or more advanced skill / functional courses.

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); USAR Co Cdr/1SG Course (those in 1SG positions).

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: HSC / HHC 1SG at a PSY-B or PSY-G

HQ

MOS Enhancing Assignments: MISO / PO Staff NCO (Bn and higher).

MOS Broadening Assignments: Reserve Advisor; Assistant IG; EOA; SHARP/SARC NCO.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a MSG/SGM (i.e, manage a section of 16-100 personnel).
- Additional duties as Retention NCOs, SHARP Coordinators, Security Managers and Mobilization/Movement NCOs, etc.
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 36+ months accumulative successful service as a SGM with a consistent pattern of “far exceeded” narratives and senior rater narratives of strong potential to serve at positions of increased responsibility.

HQ: 24+ months as a SGM with strong evaluations regarding potential with supporting enumeration.

Q: 12+ months accumulative successful service as a SGM.

Note: Special consideration should be given to those SGMs who have been selected for or have attended SMAP.

MILITARY / CIVILIAN EDUCATION

MQ: SMC or JSOFSEA graduate; Completion of a graduate degree or attained 48 or more credit hours towards a post-graduate degree, or multiple civilian technical skills certifications.

HQ: SMC or JSOFSEA graduate. Completion of a bachelor’s degree or attained 30 or more credit hours towards a graduate degree, or a civilian technical skills certification.

Q: SMC or JSOFSEA graduate.

TRAINING

MQ: Static Line Jumpmaster; Completion of five or more advanced skill / functional courses; OPI FLPR of 1+ or DLPT FLPR of 1+/1+ in SM’s assigned CLANG (within 12 months).

HQ: Static Line Jumpmaster; Completion of four or more advanced skill / functional courses; Current DA 330 in SM’s assigned CLANG (within 12 months).

Q: Static Line Jumpmaster; Current DA 330 in SM’s assigned CLANG (within 12 months).

BROADENING ASSIGNMENTS

MQ Key (Nominative / Special) Assignments: PO Proponent SGM; Special Duty and Nominative Senior Executive Service / General Officer Assignments.

HQ

MOS Enhancing Assignments: Division Operations SGM; ASCC Operations SGM; 1st SFC G33; 1st SFC G39 SGM; 1st SFC G8 SGM; USASOC G33 SGM; USASOC G35 SGM; USASOC G39 SGM; TIAD SGM; MDEB SGM; SMU Troop SGM/SEL; SMU OPS SGM

/ Broadening Assignments :; Nominative/Immaterial SGM assignments to DDSO on the Joint Staff; USSOCOM; all TSOCs; National Assessment Group; DTRA; NATO SOF; 1st SFC; USAJFKWCS; Sergeants Major Academy Instructor; JSOFSEA Instructor.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 54+ months accumulative service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential.

HQ: 48+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

Q: 36+ months accumulative successful service in a PO unit.

Note: Special consideration should be given to those SGMs who have been selected for or have attended SMAP

MILITARY / CIVILIAN EDUCATION

MQ: SMC graduate; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certification.

HQ: SMC graduate. attained 90+ credit hours towards a bachelor’s degree, or a technical certification.

Q: SMC graduate.

TRAINING

MQ: Meets FQ/HQ requirements, and: completion of four or more advanced skill / functional courses, such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/ SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

HQ: FQ requirements, and: Completion of three or more advanced skill / functional courses.

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); Completion of Pre-command and nominative courses as required.

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Chief Career Management NCO (6X) (USAJFKSWCS); Special Duty and Nominative Senior Executive Service / General Officer Assignments.

HQ

MOS Enhancing Assignments: TASS Battalion / Brigade CSM; ASCC Operations SGM.

MOS Broadening Assignments: Nominative SGM assignments to DDSO on the Joint Staff; National Assessment Group; DTRA; USARC; OCAR; USAR Garrison; SMA Fellowship.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SGM/CSM (i.e, manage a section of 100+ personnel).
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

KEY DEVELOPMENT POSITIONS

MQ: 54+ months accumulative service in a PO unit with a consistent pattern of quantifiable “far exceeded” NCOER ratings and Senior Rater comments of strong potential.

HQ: 48+ months accumulative successful service in a PO unit with strong evaluations regarding potential and supporting enumerations.

Q: 36+ months accumulative successful service in a PO unit.

Note: Special consideration should be given to those SGMs who have been selected for or have attended SMAP.

MILITARY / CIVILIAN EDUCATION

MQ: SMC or JSOFSEA graduate; Completion of a bachelor’s degree or attained 120 credit hours towards a graduate degree, or multiple civilian technical skills certification.

HQ: SMC or JSOFSEA graduate. attained 90+ credit hours towards a bachelor’s degree, or a technical certification.

Q: SMC or JSOFSEA graduate.

TRAINING

MQ: Meets FQ/HQ requirements, and: completion of four or more advanced skill / functional courses, such as Tactical IO, Drill Sergeant, Instructor, Jumpmaster, MILDEC, MISO Program Design & Assessment, Joint IO/Targeting, JSOU Courses, EO/ SHARP courses, EJPME-1&2, ARRTC/USAR Courses.

HQ: FQ requirements, and: Completion of three or more advanced skill / functional courses.

Q: Has completed a 37F MOS-producing course (e.g., 37F MOS-T Course, POSC, 37F AIT); Completion of Pre-command and nominative courses as required.

BROADENING ASSIGNMENTS

MQ

Key (Nominative / Special) Assignments: Chief Career Management NCO (6X) (USAJFKSWCS); Special Duty and Nominative Senior Executive Service / General Officer Assignments.

HQ

MOS Enhancing Assignments: TASS Battalion / Brigade CSM; ASCC Operations SGM.

MOS Broadening Assignments: Nominative SGM assignments to DDSO on the Joint Staff; National Assessment Group; DTRA; USARC; OCAR; USAR Garrison; SMA Fellowship.

OTHER INDICATORS FOR MQ

- Recipient of the MG Robert A. McClure Medallion (Bronze, Silver, or Gold).
- Demonstrated civilian acquired leadership skills/occupations comparable to those of a SGM/CSM (i.e, manage a section of 100+ personnel).
- Language skills are not a requirement but are highly encouraged. A FLPR of 1 / 1 or higher should be viewed as highly qualifying and 2 / 2 or higher should be viewed as exceptional.

Description	Recommend Grades	Description	Recommend Grades
AIRBORNE	PVT – SGM/CSM	OPERATIONAL SECURITY (OPSEC) PLANNER	SSG – SGM/CSM
AIR ASSAULT	PVT – SGM/CSM	RANGER	SGT – SGM/CSM
AIR MOVEMENT AND AIR LOAD PLANNER	SSG – SFC	RECRUITER	SSG – SFC
ANTI-TERRORISM / FORCE PROTECTION LEVEL 1	SSG – SGM/CSM	RED TEAM LEADER	SFC – MSG/1SG
ANTI-TERRORISM / FORCE PROTECTION LEVEL 2	SFC – SGM/CSM	RED TEAM MEMBER	SGT – MSG/1SG
ARMY DECEPTION PLANNER (ADPC)	SSG – SGM/CSM	SERGEANT MAJOR COURSE (SMC)	MSG
BATTLE STAFF NCO COURSE(BSNCO)	SSG – SFC	SEXUAL HARASSMENT / ASSAULT RESPONSE AND PREVENTION (SHARP) FOUNDATION	SSG - SFC
COMPANY LEADER DEVELOPMENT (USAR)	SFC – MSG/1SG	SHARP PROGRAM MANAGER	SFC – MSG/1SG
DRILL SERGEANT	SSG – SFC	SPECIAL OPERATIONS MILITARY DECEPTION PLANNER (SOMPC)	SSG – SGM/CSM
EQUAL OPPORTUNITY LEADER / REPRESENTATIVE (EOL / EOR)	SSG – SFC	SPECIAL TECHNICAL OPERATIONS NCO	SSG – MSG/1SG
EQUAL OPPORTUNITY ADVISOR (EOA)	SFC – MSG/1SG	SPECIAL TECHNICAL OPERATIONS NCO PLANNER	SSG – SGM/CSM
INSTRUCTOR TRAINING COURSE (ITC)	SSG – MSG/1SG	SPECIAL WARFARE BRIGHTON	SSG – MSG/1SG
IRREGULAR WARFARE PLANNING (IWPC)	SSG	SPECIAL WARFARE NETWORK DEVELOPMENT (SWNDC)	SSG – SGM/CSM
LANGUAGE TRAINING (BASIC, INTERMEDIATE OR ADVANCED)	PVT – SGM/CSM	SPECIAL WARFARE OPERATIONAL DESIGN (SWODC)	SSG – SFC
JKO – EJPME NEW STUDENT ORIENTATION (NSO)	PVT – SGM/CSM	SPECIAL WARFARE TOUCHSTONE	SSG – MSG/1SG
JKO – EJPME 1	SGT – SGM/CSM	SURVIVAL EVASION RESISTANCE ESCAPE (SERE) LEVEL C	SGT – SGM/CSM
JKO – EJPME 2	SFC – SGM/CSM	TACTICAL CASUALTY CARE COURSE	PVT – SFC
JOINT INFORMATION OPERATIONS ORIENTATION (JIOOC)	SSG – SGM/CSM	TACTICAL INFORMATION OPERATIONS (TAC IO)	SSG – MSG/1SG
JOINT INFORMATION OPERATIONS PLANNERS (JIOPC)	SFC – SGM/CSM	UNIT MOVEMENT OFFICER DEPLOYMENT PLANNING	SSG – SGM/CSM
JOINT PSYOP STAFF PLANNER	SSG – SGM/CSM	USAR ACTIVE GUARD RESERVE INTEGRATION TRAINING (AGRIT)	SGT – MSG/1SG
JSOU – JOINT FUNDAMENTALS COURSE (CEP 1)	SSG – SFC	USAR ATRRS OPERATORS	SGT – MSG/1SG
JSOU – ENTERPRISE MANAGEMENT COURSE (CEP 2)	SFC – MSG/1SG	USAR BN/BDE PRE-COMMAND	SGM/CSM
JSOU – JSOF SENIOR ENLISTED ACADEMY (JSOFSEA) (CEP 3)	MSG/1SG	USAR COMPANY CDR FIRST SERGEANT	SFC – MSG/1SG
JSOU – SUMMIT	SGM/CSM	USAR PHYSICAL SECURITY OFFICER	SGT – MSG/1SG
JUMPMaster (STATIC LINE)	SGT – SGM/CSM	USAR SECURITY MANAGER	SFC – MSG/1SG
MISO PROGRAM DESIGN AND ASSESSMENT (MPDAC)	SFC – SGM/CSM	USAR TRAINING MANAGER	SSG – MSG/1SG
MOBILIZATION PLANNER	SSG - SFC	USAR TRAINING PLAN DEVELOPMENT	SGT – SGM/CSM
NDU – JOINT MILDEC TRAINING (JMTC)	SFC	USAR UNIT MOBILIZATION PLANNER	SSG – SGM/CSM
NOMINATIVE LEADER COURSE (NLC)	SGM/CSM		