

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



KEY DEVELOPMENT POSITIONS

MQ:

SSG: Successful completion of Squad Leader, Police Off (Det), Supv Detective, Supv Police Off (Det), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Supv Pol Off Watch Cdr, Lead Pol Off (Traffic), Pol Off (Traffic), Police Off (Traffic Inv), or Supv Pol Off (Traffic) for 30 or more months

SFC: Successful completion of Platoon Sergeant/Detachment Sergeant, LEA DET SGT, LEA Detach Sergeant, Detective (0083/MIL), Supv Detective, Supv Police Off (Det), LD Pol Off (Desk SGT), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Pol Off Watch Cdr, Spv or Supv Pol Off Watch Cdr, and Supv Pol Off (Traffic) for 30 or more months

MSG: Successful completion of First Sergeant for a 30 or more months

HQ:

SSG: Successful completion of Squad Leader, Police Off (Det), Supv Detective, Supv Police Off (Det), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Supv Pol Off Watch Cdr, Lead Pol Off (Traffic), Pol Off (Traffic), Police Off (Traffic Inv), and Supv Pol Off (Traffic) for 24 to 29 months

SFC: Successful completion of Platoon Sergeant/Detachment, LEA DET SGT, LEA Detach Sergeant, Detective (0083/MIL), Supv Detective, Supv Police Off (Det), LD Pol Off (Desk SGT), Pol Off (Desk Clerk), Pol Off (Desk SGT), Police Officer, Pol Off Watch Cdr, Spv or Supv Pol Off Watch Cdr, and Supv Pol Off (Traffic) for 24 to 29 months

MSG: Successful completion of First Sergeant for 24 to 29 months

**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.*

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

Qualified: 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.

TRAINING

MQ:

SSG: ALC, EJPME I, Military Police Investigator, Conventional Physical Security-Course, Protective Services Training

SFC: SLC, EJPME II, Battle Staff Course

MSG: MLC, EJPME II, Law Enforcement Senior Leaders Course

HQ:

SSG: ALC, Traffic Management and Collision Investigator

SFC: SLC, Conventional Physical Security-Course

MSG: MLC

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG: Drill SGT, Recruiter, Instructor/Writer, SGL, Military Science Instructor, OC/T, and Capabilities Div NCO. Operations SGT, PSD NCO, MP Investigator NCO.

SFC: Drill SGT, Recruiter, Instructor/Writer, SGL, Military Science Instructor, OC/T, Capabilities Div NCO, Talent MGMT NCO, Career Management NCO, Tactical NCO, System Development NCO, Training Developer, Senior Training Management NCO, and Capability Developer. Operations NCO and PSD NCO.

MSG: Senior PDNCO, Inspector General NCO, White House Fellowship, EO Advisor, and PSD NCO. Operations NCO, Provost NCO, and PM Operations NCO.

OTHER INDICATORS FOR MQ

SSG/SFC/MSG:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Order of the Marechaussee



KEY DEVELOPMENT POSITIONS

MQ:

SSG: Successful completion of Squad Leader for 30 or more months

SFC: Successful completion of Platoon Sergeant or Detachment Sergeant for 30 or more months

MSG: Successful completion of First Sergeant for a 30 or more months

HQ:

SSG: Successful completion of Squad Leader for 24 to 29 months

SFC: Successful completion of Platoon Sergeant or Detachment Sergeant for 24 to 29 months

MSG: Successful completion of First Sergeant for 24 to 29 months

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Qualified: 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.

TRAINING

MQ:

SSG: ALC, EJPME I, Anti-Terrorism Officer (Advanced) Course

SFC: SLC, EJPME II, Battle Staff Course

MSG: MLC, EJPME II, Law Enforcement Senior Leaders Course

HQ:

SSG: ALC, Special Reaction Team

SFC: SLC, Conventional Physical Security-Course

MSG: MLC

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG: Drill SGT, Instructor, SGL, OC/T, Corrections Supervisor, Corrections Liaison, MPI Supervisor, Housing Unit NCOIC, ACA Plans and Policy NCO, and Project Supervisor. Watch Commander, Operations NCO and Special Housing Unit Shift Leader.

SFC: Drill SGT, Instructor, SGL, OC/T, Talent MGMT NCO, Training Developer, System Development NCO, Prisoner Services/Admin NCO, Corrections Supervisor, and Plans NCO. Watch Commander, Operations NCO, and Special Housing Unit NCOIC.

MSG: Senior Career Management NCO, Inspector General NCO, Training with Industry, and BN/BDE Operations. Watch Commander and ACC Ops/Trng NCO.

OTHER INDICATORS FOR MQ

SSG/SFC/MSG:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Order of the Marechaussee



KEY DEVELOPMENT POSITIONS

MQ:

SSG: Successful completion of Squad Leader for 30 or more months

SFC: Successful completion of Kennel Master for 30 or more months

MSG: Successful completion of First Sergeant or MWD Program Manager for a 30 or more months

HQ:

SSG: Successful completion of Squad Leader for 24 to 29 months

SFC: Successful completion of Kennel Master for 24 to 29 months

MSG: Successful completion of First Sergeant or MWD Program Manager for 24 to 29 months

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TRAINING

MQ:

SSG: ALC, EJPME I, MWD Trainer/Kennel Master Course

SFC: SLC, EJPME II, Battle Staff, MWD Trainer/Kennel Master Course

MSG: MLC, EJPME II, Capabilities Development Course

HQ:

SSG: ALC, Anti Terrorism Officer (Basic) Course

SFC: SLC, Conventional Physical Security Course

MSG: MLC, Law Enforcement Senior Leaders Course

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SSG: Drill SGT, Instructor, SGL, MWD Trainer, and MWD Handler OC/T. MWD Plans NCO and Operations NCO.

SFC: Drill SGT, Instructor, SGL, MWD Trainer, Talent MGMT NCO, Senior Training MGMT NCO (MWD), and Multi-Purpose Canine Program Manager. Operations NCO and BDE MWD Program Manager.

MSG: MWD Career Management NCO, Training Development System NCO (MWD), and Senior Training Developer. MWD Course Manager.

OTHER INDICATORS FOR MQ

SSG/SFC/MSG:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Order of the Marechaussee



KEY DEVELOPMENT POSITIONS

MQ:

SGM/CSM: Successful completion of CSM for 30 to 36 month period

HQ:

SGM/CSM: Successful completion of CSM for 24 to 30 months

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TRAINING

MQ:

SGM/CSM: Pre-Command Course

HQ:

SGM/CSM: Law Enforcement Senior Leaders Course, Force Management Orientation Course, How the Army Runs

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SGM/CSM: Directorate of Training (USAMPS) SGM, Directorate of Plans and Operations (USAMPS) SGM, Basic Military Police Training Division (USAMPS) SGM, NCOA Assistant Commandant (MSCOE), Observer-Coach CSM (2x BN CSM OCT), Enlisted MP Branch SGM, Military Working Dog Program SGM, USASMA Small Group Leader, and USASMA Fellowship positions and should serve in the position for 24 months. Battalion/Brigade/Group Operations Sergeant Major, Facility SGM, DES SGM, Chief Career Management NCO, G2/G3 Sergeant Major at CID Headquarters, MDW Provost SGM, and TRADOC/FORSCOM/IMCOM/USAREUR-AF/USARPAC Provost NCO.

OTHER INDICATORS FOR MQ

SGM/CSM:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- Order of the Marechaussee