



DA Pam 600-25 (CMF 35) NCO Professional Development Board Brief

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.

Qualified: 18-24 months in position.

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

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.

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.

Qualified: 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.

Qualified: Minimum AFT score of 300, 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: How did SM achieve / develop 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

Operational:

- Serving one level up from your grade plate

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

Qualified:

- Basic Instructor Badge
- Basic Recruiter Badge

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- Joint Targeting Course
- OSINT Basic Course (OBC)
- Information Collection Planner Course (ICPC)
- AS309 All Source Operations Course
- AS321 Advanced Operations Course – All Source
- AS323 Gunner Entry Program (GEP)
- AS326 Digital Intelligence Systems Master Gunner Course (DISMG)
- AS331 Master Intelligence Data Strategy
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- Security Managers Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - Intelligence SGT, Collection Manager, Targeting Analyst, Security Manager, Operations SGT

SFC - Senior Intelligence SGT, Collection Manager, Senior Targeting Analyst, Security Manager, Operations SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Defense Attache, Capability Developer

SFC - Senior Drill SGT, Senior Instructor/SGL, Recruiter, Career Management NCO, Talent Management NCO, Training Developer/Writer, OC/T, Defense Attache, Capability Developer, Inspector General NCO, Equal Opportunity Advisor

*See Army Board Guidance (All CMFs).

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- Joint Targeting Course
- OSINT Basic Course (OBC)
- Information Collection Planner Course (ICPC)
- Targeting Mensuration Only Course (TMO)
- GI316 Tactical GEOINT Systems
- GI318 Advanced Operations Course - GEOINT
- GI319 GEOINT Analysis and Application
- GI321 GEOINT Operational Applications
- AS323 Gunner Entry Program (GEP)
- AS326 Digital Intelligence Systems Master Gunner Course (DISMG)
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - Intelligence SGT, Collection Manager, Targeting Analyst, Security Manager, Operations SGT

SFC - Senior Intelligence SGT, Collection Manager, Senior Targeting Analyst, Security Manager, Operations SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Defense Attache, Capability Developer

SFC - Senior Drill SGT, Senior Instructor/SGL, Recruiter, Career Management NCO, Talent Management NCO, Training Developer/Writer, OC/T, Defense Attache, Capability Developer, Inspector General NCO, Equal Opportunity Advisor

*See Army Board Guidance (All CMFs).

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months as a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- Technical Surveillance Countermeasures (TSCM)
- CI310 CI Support to Force Protection
- CI360 Full Spectrum CI Course
- CI Digital Threat Investigator (CDTI)
- Joint CI & HUMINT Analysis and Targeting Course (JCHATC)
- 2X Management Course
- Cyber Insider Threat Analyst Course
- CI Investigations in a Cyber Environment Course
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - CI Sergeant

SFC - Senior CI Sergeant

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Defense Attache

SFC - Senior Drill SGT, Senior Instructor/SGL, Recruiter, Career Management NCO, Talent Management NCO, Training Developer, OC/T, Defense Attache, Inspector General NCO, Equal Opportunity Advisor

*See Army Board Guidance (All CMFs).

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- OSINT Basic Course (OBC)
- Defense HUMINT Operations Qualification Course (DHOQC)
- Joint Senior Interrogator Course (JSIC)
- HU307 FORMICA
- HU321 Advanced Operations Course – HUMINT
- 2X Management Course
- Basic, Intermediate, and Advanced DLIFLC Courses
- Defense Strategic Debriefing Course (DSDC)
- Joint CI & HUMINT Analysis and Targeting Course (JCHATC)
- Joint Interrogation Management Course (JMIC)
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - HUMINT Collection SGT, Strategic Debriefer SGT, Operations SGT

SFC - Senior HUMINT Collection SGT, Senior Strategic Debriefer SGT, Operations SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Military Language Instructor (MLI), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Capability Developer, Defense Attache, DTRA Linguist/Interpreter

SFC - Senior Drill SGT, Senior Instructor/SGL, Senior MLI, Recruiter, Career Management NCO, Talent Management NCO, Training Developer, OC/T, Defense Attache, Inspector General NCO, Equal Opportunity Advisor, DTRA Linguist/Interpreter

*See Army Board Guidance (All CMFs).

35M Specific:

- Defense Language Proficiency Test (DLPT) score of 3/3 in control language
- Best Linguist or Language Professional of the Year (BDE or higher)
- Command Language Program of the Year (BDE or higher)

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- SI303 SIGINT Collection Equipment Ops Course
- SI304 ADV Tactical SIGINT Collection Equipment Ops Course
- SI305 Intermediate SIGINT Analysis
- SI308 Advanced Threat Emitter
- SI313 SIGINT Support To C-UAS Operations
- SI315 Technical Control & Analysis Cell Operations
- SI320 Electromagnetic Preparation of the Battlefield
- SI321 Advanced Operations Course - SIGINT
- Military Cryptologic Continuing Education Program (MCCEP) Phase 2-3
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - SIGINT SGT, Operations SGT

SFC - Senior SIGINT SGT, Operations SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Capability Developer, Defense Attache

SFC - Senior Drill SGT, Senior Instructor/SGL, Recruiter, Career Management NCO, Talent Management NCO, Training Developer, OC/T, Capability Developer, Defense Attache, Inspector General NCO, Equal Opportunity Advisor, DTRA Linguist/Interpreter

*See Army Board Guidance (All CMFs).

35N Specific:

- Graduate of an NSA Internship Program
 - Military Intern SIGINT Analysis Program (MINSAP)
 - Middle Enlisted Cryptologic Career Advancement Program (MECCAP)

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- Basic, Intermediate, and Advanced DLIFLC Courses
- MCCEP Phase 2-3
- APG Operator Course
- SI304 Advanced Tactical SIGINT Collection Equipment Operations Course
- SI305 Intermediate SIGINT Analysis
- SI311 Low-Level Voice Intercept (LLVI) Operator Course
- SI315 Technical Control & Analysis Cell Operations
- SI320 Electromagnetic Preparation of the Battlefield
- SI321 Advanced Operations Course - SIGINT
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

Critical Development:

SSG - SIGINT Voice Interceptor SGT, Senior Transcriber, SOT-A Team Member, Operations SGT

SFC - Senior SIGINT Voice Interceptor SGT, Senior Transcriber, SOT-A NCOIC, Operations SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Military Language Instructor (MLI), Recruiter, Training Developer, Observer Coach/Trainer (OC/T), Capability Developer, Defense Attache, Battalion Command Language Program Manager (CLPM)

SFC - Senior Drill SGT, Senior Instructor/SGL, Chief MLI, Recruiter, Career Management NCO, Talent Management NCO, Training Developer, OC/T, Defense Attache, Inspector General NCO, Equal Opportunity Advisor, Brigade CLPM

OTHER INDICATORS FOR MQ

*See Army Board Guidance (All CMFs).

35P Specific:

- DLPT score of 3/3 in control language
- Best Linguist or Language Professional of the Year (BDE or higher)
- Command Language Program of the Year (BDE or higher)
- Graduate of an NSA Internship Program
 - Military Language Analyst Program (MLAP)
 - Middle Enlisted Cryptologic Career Advancement Program (MECCAP)

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain four or more of the following

HQ: Attain three or more of the following

- Battle Staff Course
- Intermediate Communications Signals Analysis (451)
- Advanced Communications Signals Analyst (452)
- SI304: Advanced Tactical SIGINT Collection Equipment Operations Course
- SI305 Intermediate SIGINT Analysis
- SI308 Advanced Threat Emitter
- SI316: SIGINT/EW Advanced Radio Antenna Theory
- SI320 Electromagnetic Preparation of the Battlefield
- SI321 Advanced Operations Course – SIGINT
- SI326 TechSIGINT Analysis Course
- MCCEP Phase 2-3
- Ranger School
- Equal Opportunity Leader/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - Signals Collection/Exploitation SGT, TechSIGINT SGT

SFC - Senior Signals Collection/Exploitation SGT, Senior TechSIGINT SGT

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Capability Developer, Test and Evaluation NCO, Defense Attache

SFC - Senior Drill SGT, Senior Instructor/SGL, Recruiter, Career Management NCO, Talent Management NCO, Defense Attache, Inspector General NCO, Equal Opportunity Advisor

*See Army Board Guidance (All CMFs).

35S Specific:

- Graduate of an NSA Internship Program
 - Military Signals Analysis Program (MSAP)
 - Military ELINT Signals Analysis Program (MESAP)
 - Military OPELINT Signals Analysis Program (MOSAP)
 - Middle Enlisted Cryptologic Career Advancement Program (MECCAP)
- CAVEMAN Program (Unclassified SIGINT/EW) Graduate

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

SSG - 24+ months as a Squad Leader or NCOIC at current grade with strong evaluations and high enumeration rating. Selected to serve as a Platoon Sergeant, Senior Enlisted Advisor/Leader (SEA/L), or Detachment Sergeant.

SFC - 24+ months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations and high enumeration rating. Selected to serve as a First Sergeant.

HQ:

SSG - 18-24 months as a Squad Leader or NCOIC at current grade with strong evaluations regarding potential with supporting enumeration.

SFC - 18-24 months as a Platoon Sergeant, SEA/L, Detachment Sergeant, or NCOIC with strong evaluations regarding potential with supporting enumeration.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain three or more of the following

HQ: Attain two or more of the following

- Battle Staff Course
- AS323 Gunner Entry Program (GEP)
- AS326 Digital Intelligence Systems Master Gunner Course (DISMG)
- AS331 Master Intelligence Data Strategy
- DCGS-A Maintenance Course
- GCSS-Army Maintenance Supervisor Course
- EJPME I/II
- Ranger School
- Equal Opportunity Leaders/Advisor
- Jumpmaster Course
- H2F Integrator Course (Previously MFT)

Critical Development:

SSG - MI Systems Maintainer/Integrator SGT, Operations SGT

SFC - Senior MI Systems Maintainer/Integrator SGT, Operations Sergeant

Broadening:

SSG - Drill SGT, Instructor/Small Group Leader (SGL), Recruiter, Training Developer, Defense Attache, Capability Developer, Test and Evaluation NCO

SFC - Senior Drill SGT, Senior Instructor/Small Group Leader (SGL), Recruiter, Career Management NCO, Talent Management NCO, OC/T, Training Developer, Defense Attache, Capability Developer, Inspector General NCO, Equal Opportunity Advisor, Test and Evaluations NCO

*See Army Board Guidance (All CMFs).

KEY DEVELOPMENT POSITIONS

MILITARY / CIVILIAN EDUCATION

MQ:

MSG - 24+ months of successful 1SG time, Senior Enlisted Advisor/Leader (SEA/L), SMU Team SGT w/SQI "T" at current grade with strong evaluations and high enumeration rating. Selected to serve in a SGM position.

CSM/SGM - **For BDE (7C) / Corps G2 (7K):** Served with success for 24 months as CSM (BN/Squadron), and/or DIV G2 SGM.

For BN (6C) / DIV G2 (6K): Served with success for 24 months as Operations SGM, Intelligence SGM, and/or Troop SGM.

MQ: Distinguished Honor Graduate or Honor Graduate at PME/functional courses. Attain college degree or professional civilian certification/credential.

HQ: Commandants List or Superior Academic Achievement at PME/functional course. Show continuous pursuit of civilian education.

HQ:

MSG - 18+ months of successful 1SG time, SEA/L, Division/Corps ACE NCOIC, S2 NCOIC (BDE), Operations Sergeant (BN/BDE S3), SMU Team SGT with SQI "T"

CSM/SGM - **For BDE (7C) / Corps G2 (7K):** Served with success for 18 months as CSM (BN/Squadron), and/or DIV G2 SGM.

For BN (6C) / DIV G2 (6K): Served with success for 18 months as Operations SGM, Intelligence SGM, and/or Troop SGM.

TRAINING

CRITICAL DEVELOPMENT/BROADENING ASSIGNMENTS

OTHER INDICATORS FOR MQ

MQ: Attain three or more of the following

HQ: Attain two or more of the following

MSG -

- Company CDR/1SG Pre-Command Course
- How the Army Runs Course (HTAR)
- Digital Intelligence Systems Master Gunner Course (DISMG)
- Battle Staff Course
- Ranger School
- Jumpmaster Course
- Air Assault Course

CSM/SGM -

- How the Army Runs Course (HTAR)
- Digital Intelligence Systems Master Gunner Course (DISMG)
- BN Pre-Command Course (PCC)/CSM Course
- BDE PCC/CSM Course

Critical Development:

MSG - ACE NCOIC (DIV or higher), Intel Master Sergeant, Operations Sergeant (BN or higher), S2 NCOIC (BDE)

CSM/SGM - Operations SGM, Intelligence SGM, J2 SEA/L, Intelligence Senior SGT (Ranger/Special Operations), Troop SGM

Broadening:

MSG - NCOA Deputy Commandant, Senior Talent Management NCO, Senior Career Management NCO, Chief OC/T, Course NCOIC, Master Leader Course SGL, Senior Training Developer, IG NCO

CSM/SGM - Branch SGM, Talent Manager, Chief Career Management NCO, NCOA Commandant, SMU OTC Director, MLI Program Manager, Intel Senior SGT/Intel SGM (CTCs), Capability Developer Intel SGM, Chief Intelligence SGT

*See Army Board Guidance (All CMFs).

CSM/SGM:

- SGM-A Fellowship
- Congressional Fellowship
- White House Fellowship
- Military Personnel Exchange Program