

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



CRITICAL LEADER DEVELOPMENT (CLD) POSITIONS

MQ: Successfully served 24+ cumulative months as a squad leader, team leader, assistant team leader (SMU/CRD/1SFC), drill sergeant, small group leader, or a combination of those positions.

HQ: Successfully served 19 to 23 months in the positions listed above.

FQ: Successfully served 18 months in the positions listed above.

Note1: “Successfully” is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. The strength of the NCO’s file should be the determining factor when the NCO has successfully completed their time in the current position. For example: NCOs who have 48 months in a CLD position but are rated as ‘Qualified’ on NCOERs would not meet the threshold of MQ.

Note2: NCOs serving in a CLD position in the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO’s evaluation(s) document the time. Similarly, NCOs serving in the next higher rank CLD position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO’s evaluation(s) document the time.

Note3: Special consideration should be given to those NCOs who have served in a position of higher grade/rank.

TRAINING

MQ: Completed **four** career-enhancing schools from the following list:

HQ: Completed **three** career-enhancing schools from the following list:

- Ranger (SQI G/V)
- Training Developer (SQI 2)
- Capabilities Developer (ASI Y7)
- Advanced CBRNE Enabler (ASI L3)
- CBRN Recon for BCTs (ASI L6)
- Battle Staff NCO (ASI 2S)
- Jumpmaster (ASI 5W)
- Pathfinder (ASI F7),
- Mission Command Digital Master Gunner (ASI 5C)
- Master Driver Trainer (ASI M9)
- Combat Tactics Course (SMU)
- Ranger Assessment and Selection Program 1 & 2
- Sensitive Site Exploitation Course
- Technical Exploitation Course
- Exploitation Analysis Course
- Knowledge Management Qualification Course
- Antiterrorism and Force Protection Level Two
- Theater Nuclear Operations Course (TNOC)
- Countering WMD – Advisor Course (ASI D1)

BROADENING ASSIGNMENTS

MQ: Served successfully for 24+ months in the following positions:

HQ: Served successfully for 12+ months in the following positions:

- Training with Industry (TWI)
- White House Military Office
- Defense Threat Reduction Agency (DTRA)
- 1st Special Forces Command
- Security Forces Assistance BDE (SFAB)
- Capabilities Developer
- Combat Developer
- Tactical NCO (TAC NCO)

Note: The proponent considers assignments inside the Special Mission Unit (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and the Joint Special Operations Command (JSOC) challenging and extremely favorable provided the time is documented as successful.

Note2: The proponent strongly discourages consecutive broadening assignments, including those in support of special operations forces.

OTHER INDICATORS FOR HQ/MQ

MQ:

- Associate degree completion with a STEM, EM, or leadership major
- Winning Best CBRN Warrior Competition
- Military Outstanding Volunteer Service Medal (MOVSM)
- German Armed Forces Proficiency Badge (Silver/Gold)
- Battalion “Top Gun”
- World Class Athlete Program (WCAP)

HQ:

- Actively working towards an associate degree
- German Armed Forces Proficiency Badge (Bronze)
- Completion of Enlisted Joint Professional Military Education (EJPME) I and II courses
- Norwegian Foot March

Note: The proponent considers exemplary performance in staff NCO positions as favorable regardless of echelon. CBRN Staff NCO positions are developmental assignments that sequentially build on experiences through SGM/CSM.



CRITICAL LEADER DEVELOPMENT (CLD) POSITIONS

MQ: Served successfully for 24+ cumulative months as platoon sergeant, section sergeant (DRT), team leader (SMU/CRD/1SFC), CBRN SLC small group leader, senior small group leader, senior drill sergeant, CBRN staff NCO (CRT), CBRN company operations sergeant, or a combination of those positions..

HQ: Successfully served 19 to 23 months in the positions listed above.

Q: Successfully served 18 months in the positions listed above.

Note1: “Successfully” is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. The strength of the NCO’s file should be the determining factor when the NCO has successfully completed their time in the current position. For example: NCOs who have 48 months in a CLD position but are rated as ‘Qualified’ on NCOERs would not meet the threshold of MQ.

Note2: NCOs serving in a CLD position in the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO’s evaluation(s) document the time. Similarly, NCOs serving in the next higher rank CLD position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO’s evaluation(s) document the time.

Note3: Special consideration should be given to those NCOs who have served in a position of higher grade/rank.

TRAINING

MQ: Completed **four** career-enhancing schools from the following list:

HQ: Completed **three** career-enhancing schools from the following list:

- Ranger (SQI G/V)
- Training Developer (SQI 2)
- Capabilities Developer (ASI Y7)
- Advanced CBRNE Enabler (ASI L3)
- CBRN Recon for BCTs (ASI L6)
- Battle Staff NCO (ASI 2S)
- Jumpmaster (ASI 5W)
- Pathfinder (ASI F7),
- Mission Command Digital Master Gunner (ASI 5C)
- Master Driver Trainer (ASI M9)
- Combat Tactics Course (SMU)
- Ranger Assessment and Selection Program 1 & 2
- Sensitive Site Exploitation Course
- Technical Exploitation Course
- Exploitation Analysis Course
- Knowledge Management Qualification Course
- Antiterrorism and Force Protection Level Two
- Theater Nuclear Operations Course (TNOC)
- Countering WMD – Advisor Course (ASI D1)

BROADENING ASSIGNMENTS

MQ: Served successfully for 24+ months in the following positions:

HQ: Served successfully for 12+ months in the following positions:

- White House Military Office
- Defense Threat Reduction Agency
- Capabilities/Combat Developer
- Training With Industry
- Pentagon Force Protection Agency
- Joint Program Executive Office
- 1st Special Forces Command (A)
- WMD Coordination Team

Note: The proponent considers assignments inside the Special Mission Unit (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and the Joint Special Operations Command (JSOC) challenging and extremely favorable provided the time is documented as successful.

Note2: The proponent strongly discourages consecutive broadening assignments, including those in support of special operations forces.

OTHER INDICATORS FOR HQ/MQ

MQ:

- Baccalaureate degree completion with a STEM, EM, or leadership
- Winning Best CBRN Warrior Competition
- Military Outstanding Volunteer Service Medal (MOVSM)
- German Armed Forces Proficiency Badge (Silver/Gold)
- Battalion “Top Gun”
- World Class Athlete Program (WCAP)
- Induction into the Order of the Dragon
- Other branches’ regimental association awards

HQ:

- Completed an associate degree
- German Armed Forces Proficiency Badge (Bronze)
- Completion of Enlisted Joint Professional Military Education (EJPME) I and II courses
- Norwegian Foot March

Note: The proponent considers exemplary performance in staff NCO positions as favorable regardless of echelon. CBRN Staff NCO positions are developmental assignments that sequentially build on experiences through SGM/CSM.



CRITICAL LEADER DEVELOPMENT (CLD) POSITIONS

MQ: Served successfully for 24+ cumulative months as first sergeant, team sergeant (SMU), detachment sergeant (CRD), or a combination of those positions.

HQ: Successfully served 19 to 23 months in the positions listed above.

Q: Successfully served 18 months in the positions listed above.

Note1: "Successfully" is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. The strength of the NCO's file should be the determining factor when the NCO has successfully completed their time in the current position. For example: NCOs who have 48 months in a CLD position but are rated as 'Qualified' on NCOERs would not meet the threshold of MQ.

Note2: NCOs serving in a CLD position in the next higher rank (consecutively or non-consecutively) will receive credit towards their critical leader development requirement for their present rank, provided that the rated NCO's evaluation(s) document the time. Similarly, NCOs serving in the next higher rank CLD position, and promoted while in position, the entire period will count towards the next higher ranks critical leadership requirement provided that the rated NCO's evaluation(s) document the time.

Note3: Special consideration should be given to those NCOs who have served in a position of higher grade/rank.

TRAINING

MQ: Completed **three** career-enhancing schools from the following list:

HQ: Completed **two** career-enhancing schools from the following list:

- Advanced CBRNE Enabler (ASI L3)
- Ranger (SQI G/V)
- Battle Staff NCO (ASI 2S)
- Jumpmaster (ASI 5W)
- Pathfinder (ASI F7),
- Mission Command Digital Master Gunner (ASI 5C)
- Combat Tactics Course (SMU)
- Ranger Assessment and Selection Program 1 & 2
- How the Army Runs (HTAR) Course
- Force Management Course
- Theater Nuclear Operations Course (TNOC)
- Knowledge Management Qualification Course
- Joint Senior Leader Course
- Countering WMD - Advisor Course (ASI D1)

BROADENING ASSIGNMENTS

MQ: Served successfully for 24+ months in the following positions:

HQ: Served successfully for 12+ months in the following positions:

- Defense Threat Reduction Agency
- Program Executive Office
- CBRN Staff Assistant (NATO)
- Senior Career Management NCO
- 1st Special Forces Command (A)
- WMD Coordination Team
- Security Assistance Training Organization (SATMO)

Note: The proponent considers assignments inside the Special Mission Unit (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and the Joint Special Operations Command (JSOC) challenging and extremely favorable provided the time is documented as successful.

Note2: The proponent strongly discourages consecutive broadening assignments, including those in support of special operations forces.

OTHER INDICATORS FOR HQ/MQ

MQ:

- Completed a baccalaureate degree with a STEM, EM, or leadership major and actively enrolled in a graduate program
- Winning Best CBRN Warrior Competition
- German Armed Forces Proficiency Badge (Silver/Gold)
- World Class Athlete Program (WCAP)
- Induction into the Order of the Dragon
- Other branches' regimental association awards
- Organization Winning the Sibert Award

HQ:

- Actively working towards a baccalaureate degree
- German Armed Forces Proficiency Badge (Bronze)
- Completion of Enlisted Joint Professional Military Education (EJPME) I and II courses
- Norwegian Foot March

Note: The proponent considers exemplary performance in staff NCO positions as favorable regardless of echelon. CBRN Staff NCO positions are developmental assignments that sequentially build on experiences through SGM/CSM.



CRITICAL LEADER DEVELOPMENT (CLD) POSITIONS

MQ: Served successfully for 24+ cumulative months as a 6C/7C PDPC CSM, CBRN troop SGM (SMU), NCOA commandant or division/corps/ASCC CBRN SGM, or a combination of those positions.

HQ: Successfully served 19 to 23 months in the positions listed above.

Q: Successfully served 18 months in the positions listed above.

Note1: "Successfully" is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. The strength of the NCO's file should be the determining factor when the NCO has successfully completed their time in the current position. For example: NCOs who have 48 months in a CLD position but are rated as 'Qualified' on NCOERs would not meet the threshold of MQ.

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TRAINING

MQ: Completed **three** career-enhancing schools from the following list:

HQ: Completed **two** career-enhancing schools from the following list:

- Ranger (SQI G/V)
- Jumpmaster (ASI 5W)
- Pathfinder (ASI F7),
- Mission Command Digital Master Gunner (ASI 5C)
- Combat Tactics Course (SMU)
- Ranger Assessment and Selection Program 1 & 2
- How the Army Runs (HTAR) Course
- Force Management Course
- Theater Nuclear Operations Course (TNOC)
- Knowledge Management Qualification Course
- Joint Senior Leader Course
- CBRN Pre-command Course
- Countering WMD - Advisor Course (ASI D1)

BROADENING ASSIGNMENTS

MQ: Served successfully for 24+ months in the following positions:

HQ: Served successfully for 12+ months in the following positions:

- Proponent SGM
- Branch SGM (HRC)
- Pentagon Force Protection Agency
- SGM-A Fellowship

Note: The proponent considers assignments inside the Special Mission Unit (SMU), 75th Ranger Regiment, 160th Special Operations Aviation Regiment (SOAR), and the Joint Special Operations Command (JSOC) challenging and extremely favorable provided the time is documented as successful.

Note2: The proponent strongly discourages consecutive broadening assignments, including those in support of special operations forces.

OTHER INDICATORS FOR HQ/MQ

MQ:

- Completed a graduate degree with a STEM, EM, or leadership major
- Winning Best CBRN Warrior Competition
- Congressional Fellowship
- German Armed Forces Proficiency Badge (Silver/Gold)
- World Class Athlete Program (WCAP)
- Induction into the Order of the Dragon
- Other branches' regimental association awards
- Organization Winning the Sibert Award

HQ:

- Completed a baccalaureate degree
- German Armed Forces Proficiency Badge (Bronze)
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Note: The proponent considers exemplary performance in staff NCO positions as favorable regardless of echelon. CBRN Staff NCO positions are developmental assignments that sequentially build on experiences through SGM/CSM.