

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

CMF 15 Core Standards

KD REQUIREMENTS

MQ: 30-36 months with MQ rating with high enumerations not necessarily consecutive

HQ: : 24-30 months months with HQ rating and mid-level enumerations not necessarily consecutive

Note: Time requirement applies to both SSG and SFC

MIL/CIV EDUCATION

MQ:

SSG:PME recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

SFC:PME recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ:

SSG:PME recognition as achieving Superior Academic Achievement

SFC:PME recognition as achieving Superior Academic Achievement

Note: Military Ed refers to PME or MOS enhancing courses. **Note:** College is favorable indicator to set SMs apart from their peers, it is **NOT** a promotion requirement.

PHYSICAL FITNESS

MQ: ACFT Score 450 or above, with a score of 90 in each event, without event substitution.

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

Note: Physical Fitness requirements applies to both SSG and SFC

Note: Soldiers on permanent profile should strive to reach 80 points in participable events

TRAINING

MQ: Two or more of the following courses:

SSG: Battle Staff, Mission Command Digital Master Gunner Course, Equal Opportunity Leaders (EOL) Course, Sexual Harassment/Assault Response & Prevention (SHARP) Level I, Master Fitness Trainer (MFT),

SFC: Army Knowledge Management Qualification Course, Battle Staff, Mission Command Digital Master Gunner Course

HQ: One or more of the following courses:

SSG: SERE-C, Ranger, Airborne, Air Assault
SFC: Sexual Harassment/Assault Response & Prevention (SHARP) Intermediate Course Graduate, Equal Opportunity Leaders (EOL) Course, Master Fitness Trainer (MFT), Airborne, Air Assault, SERE-C, Ranger

Note: A pattern of consistently completing military training should be looked at as favorable.

OTHER ASSIGNMENTS

SSG:

MQ: Drill Sergeant

HQ: Instructor, Recruiter, Small Group Leader, Training Developer, Doctrine Developer

SFC:

MQ: Senior Drill Sergeant, Senior Small Group Leader, Aviation Proponent NCO

HQ: Recruiter, CTC Observer/Coach Trainer, Talent Management NCO, Test and Evaluation NCO, Training Developer, Doctrine Developer

OTHER MQ INDICATORS

MQ: Expert Soldier Badge, Iron Sergeant, Army Best Squad of the Year, Drill Sergeant of the Year, NCO of the Year

HQ: Order of Saint Michael, SGT Audie Murphy, SGT Morales, Military Outstanding Volunteer Service Medal (MOVSM), NCOA Individual Physical Fitness Award, Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

CMF 15 SSG Core Standards

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months with MQ rating with high enumerations not necessarily consecutive

HQ: : 24-30 months months with HQ rating and mid-level enumerations not necessarily consecutive

MIL/CIV EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

PHYSICAL FITNESS

MQ: ACFT Score 450 or above, with a score of 90 in each event, without event substitution

HQ: ACFT Score 400 or above, with a score of 80 in each event

Note: Soldiers on permanent profile should strive to reach 80 points in eligible events

TRAINING

MQ: 3+ from *Training Courses* below:

HQ: 1-2 from *Training Courses* below:

Training Courses (not ordered by preference):
SERE-C, Ranger, Airborne, Air Assault, Battle Staff, Mission Command Digital Master Gunner Course, Equal Opportunity Leaders (EOL) Course, Sexual Harassment/Assault Response & Prevention (SHARP) Level I, Master Fitness Trainer (MFT)

Note: A pattern of consistently completing military training should be looked at as favorable

BROADENING ASSIGNMENTS

MQ: Drill Sergeant; Recruiter; Observer/Coach Trainer

HQ: Instructor; Small Group Leader; Training Developer; Doctrine Developer; Test and Evaluation NCO

OTHER INDICATORS

MQ: Expert Soldier Badge, Iron Sergeant, Army Best Squad of the Year, Drill Sergeant of the Year, NCO of the Year, Trainer of the Year (AAAA Functional Award), James H. McClellan Safety (AAAA National Award), Rodney J.T. Yano Non-Commissioned Officer of the Year (AAAA National Award), Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ: Order of Saint Michael, SGT Audie Murphy, SGT Morales, Military Outstanding Volunteer Service Medal (MOVSM), NCOA Individual Physical Fitness Award, Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Aircraft Power Plant Supervisor.

HQ: 24-30 months as an Aircraft Power Plant Repairer

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an MQ-1 Instructor Operator (I/O), MQ-1 Sergeant

HQ: 24-30 months as an MQ-1 Instructor Operator (I/O), MQ-1 Sergeant

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Aviation Master Gunner (ASI F8)
- Instructor Operator (ASI U7)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- AAAA UAS Soldier of the Year
- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge
- Outstanding UAS Unit of the Year (AAAA National Award)

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Aircraft Powertrain Supervisor

HQ: 24-30 months as an Aircraft Powertrain Repairer

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an RQ-7 Technical Inspector

HQ: 24-30 months as an RQ-7 Technical Inspector

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Aircraft Electrical Supervisor

HQ: 24-30 months as an Aircraft Electrical Supervisor

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Aircraft Structural Repair Supervisor

HQ: 24-30 months as an Aircraft Structural Repairer

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Aircraft Pneudralics Repair Supervisor

HQ: 24-30 months as an Aircraft Pneudralics Repairer

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an MQ-1 Technical Inspector, MQ-1 Maintenance Section Sergeant

HQ: 24-30 months as an MQ-1 Technical Inspector, MQ-1 Maintenance Section Sergeant

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months as an Avionics Line Supervisor, Avionics NCOIC

HQ: 24-30 months as an Avionics Line Supervisor, Avionics NCOIC

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Airfield Operations SGT, Flight OPS NCOIC, Assistant Aviation Operations SGT

HQ: 24-30 months Airfield Operations SGT, Flight OPS NCOIC, Assistant Aviation Operations SGT

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Facility Chief, A2C2 Sergeant, ATC Tower Shift Supervisor, ATC Staff NCO, Training NCO, Shift Leader, OPS NCO, TNG MGT NCO

HQ: 24-30 months Facility Chief, A2C2 Sergeant, ATC Tower Shift Supervisor, ATC Staff NCO, Training NCO, Shift Leader, OPS NCO, TNG MGT NCO

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months AH-64 Supervisor, Section Chief, Technical Inspector

HQ: 24-30 months AH-64 Supervisor, Section Chief, Technical Inspector

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Aviation Standardization NCO, Section Chief, Technical Inspector

HQ: 24-30 months Aviation Standardization NCO, Section Chief, Technical Inspector

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Flight Engineer Standardization NCO, Aviation Standardization NCO, Technical Inspector

HQ: 24-30 months Flight Engineer Standardization NCO, Aviation Standardization NCO, Technical Inspector

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months RQ-7 Instructor Operator (I/O), RQ-7 Standardization Operator, RQ-7 Sergeant, UAS Sustainment NCO, UAS NCOIC

HQ: 24-30 months RQ-7 Instructor Operator (I/O), RQ-7 Standardization Operator, RQ-7 Sergeant, UAS Sustainment NCO, UAS NCOIC

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Aviation Master Gunner (ASI F8)
- Instructor Operator (ASI U7)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- AAAA UAS Soldier of the Year
- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months AH-64 System Supervisor, Section Chief, Technical Inspector

HQ: 24-30 months AH-64 System Supervisor, Section Chief, Technical Inspector

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Two or more of the following courses

- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One or more of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Drill Sergeant
- Recruiter
- Observer/Coach Trainer

HQ:

- Instructor/Writer
- Small Group Leader
- Training Developer
- Doctrine Developer
- Test and Evaluation NCO

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

CMF 15 SFC Core Standards

KD REQUIREMENTS

MQ: 30-36 months with MQ rating with high enumerations not necessarily consecutive

HQ: : 24-30 months months with HQ rating and mid-level enumerations not necessarily consecutive

MIL/CIV EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

PHYSICAL FITNESS

MQ: ACFT Score 450 or above, with a score of 90 in each event, without event substitution.

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

Note: Soldiers on permanent profile should strive to reach 80 points in eligible events

TRAINING

MQ: **4+** from *Training Courses* below:

HQ: **1-3** from *Training Courses* below:

Training Courses (not ordered by preference):
 Army Knowledge Management Qualification Course, Battle Staff, Mission Command Digital Master Gunner Course, SHARP Intermediate Course Graduate, EOL Course, MFT, Airborne, Air Assault, SERE-C, Ranger

Note: A pattern of consistently completing military training should be looked at as favorable

BROADENING ASSIGNMENTS

MQ: Senior Drill Sergeant, Aviation Proponent NCO, CTC Observer/Coach Trainer, Talent Management NCO

HQ: Recruiter, Test and Evaluation NCO, Instructor, Training Developer, Doctrine Developer, Senior Small Group Leader

OTHER INDICATORS

MQ: Expert Soldier Badge, Iron Sergeant, Army Best Squad of the Year, Drill Sergeant of the Year, NCO of the Year, Trainer of the Year (AAAA Functional Award), James H. McClellan Safety (AAAA National Award), Rodney J.T. Yano Non-Commissioned Officer of the Year (AAAA National Award), Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ: Order of Saint Michael, SGT Audie Murphy, SGT Morales, Military Outstanding Volunteer Service Medal (MOVSM), NCOA Individual Physical Fitness Award, Senior Army Instructor Badge (SAIB), Master Army Instructor Badge (MAIB), Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant

HQ: 24-30 months Platoon Sergeant

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Aviation Master Gunner (ASI F8)
- Instructor Operator (ASI U7)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader

OTHER INDICATORS

MQ:

- AAAA UAS Soldier of the Year
- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Senior RQ-7 Systems Chief

HQ: 24-30 months Senior RQ-7 Systems Chief

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, Aircraft Production Control Supervisor, Aircraft Component Repairer Supervisor

HQ: 24-30 months Platoon Sergeant, Aircraft Production Control Supervisor, Aircraft Component Repairer Supervisor

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, Production Control NCO, ARM/ELECT/AVIONIC Supervisor, Aircraft Armament Senior System Supervisor, Avionics Electronic System Supervisor, Senior Training Management NCO

HQ: 24-30 months Platoon Sergeant, Production Control NCO, ARM/ELECT/AVIONIC Supervisor, Aircraft Armament Senior System Supervisor, Avionics Electronic System Supervisor

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Test & Evaluation NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant

HQ: 24-30 months Platoon Sergeant

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- UAS Soldier of the Year (AAAA National Award)
- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- AVCO NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Joint Flight Operations Coordinator, MIL FLT Specialist, BDE Flight OPS NCO, BN NCO S3, AVN OPS SGT, C2 Cell Air OPS NCO Regional Senior AVN OPS SGT, Regional NOTAM NCO

HQ: 24-30 months Joint Flight Operations Coordinator, MIL FLT Specialist, BDE Flight OPS NCO, BN NCO S3, AVN OPS SGT, C2 Cell Air OPS NCO Regional Senior AVN OPS SGT, Regional NOTAM NCO

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- Regional Senior Aviation OPS Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant; Facility Chief; ATC Senior Tower Operator; AVN OPS NCO; A2C2 Sergeant; ATC Senior Sergeant; ATC Training SGT

HQ: 24-30 months Platoon Sergeant; Facility Chief; ATC Senior Tower Operator; AVN OPS NCO; A2C2 Sergeant; ATC Senior Sergeant; ATC Training SGT

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- FAA Department of the Army Regional Representative
- ATC Evaluation Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor

HQ: 24-30 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- ATC Evaluation Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Aircraft Standardization NCO

HQ: 24-30 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Aircraft Standardization NCO

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Nonrated Crewmember Flight Instructor / Standardization Flight Instructor (N1)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- ATC Evaluation Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Aircraft Standardization NCO

HQ: 24-30 months Platoon Sergeant, Aircraft Quality Control Supervisor, Aircraft Maintenance Supervisor, Aircraft Standardization NCO

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Nonrated Crewmember Flight Instructor / Standardization Flight Instructor (N1)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault

BROADENING ASSIGNMENTS

MQ:

- ATC Evaluation Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)
- FAA Airframe and Powerplant (A&P) License

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

KEY DEVELOPMENT POSITIONS

MQ: 30-36 months Platoon Sergeant, RQ-7 Standardization Operator, UAS Standardization (TF Odin), UAS Operator (USAREUR-AF)

HQ: 24-30 months Platoon Sergeant, RQ-7 Standardization Operator, UAS Standardization (TF Odin), UAS Operator (USAREUR-AF)

Note: Soldiers serving in positions above their skill level with strong rater/senior rater comments and high enumeration should be considered MQ

MILITARY / CIVILIAN EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: Four or more of the following courses

- Army Knowledge Management Qualification Course
- Battle Staff
- Mission Command Digital Master Gunner Course
- Sexual Harassment/Assault Response & Prevention (SHARP) Level 1
- Master Fitness Trainer (MFT)
- Aviation Master Gunner (ASI F8)
- Instructor Operator (ASI U7)

HQ: One to three of the following courses

- SERE-C
- Ranger
- Airborne
- Air Assault
- Air Cavalry Leaders (ASI G3)

BROADENING ASSIGNMENTS

MQ:

- ATC Evaluation Sergeant
- Senior Drill Sergeant
- Aviation Proponent NCO
- Observer/Coach Trainer
- Talent Management NCO
- Sexual Assault Response Coordinator
- Equal Opportunity Advisor

HQ:

- Recruiter
- Test & Evaluation NCO
- Instructor/Writer
- Training Developer
- Doctrine Developer
- Senior Small Group Leader
- Government Ground Flight Representative

OTHER INDICATORS

MQ:

- AAAA UAS Soldier of the Year
- Expert Soldier Badge
- Iron Sergeant
- Army Best Squad of the Year
- Drill Sergeant of the Year
- NCO of the Year
- Trainer of the Year (AAAA Functional Award)
- James H. McClellan Safety (AAAA National Award)
- Rodney J.T. Yano NCO of the Year (AAAA National Award)
- Gary G. Wetzel Army Aviation Soldier of the Year (AAAA National Award)

HQ:

- Order of Saint Michael
- SGT Audie Murphy
- SGT Morales
- Military Outstanding Volunteer Service Medal (MVOSM)
- NCOA Individual Physical Fitness Award
- Senior Army Instructor Badge (SAIB)
- Master Army Instructor Badge (MAIB)
- Army Gold Recruiter Badge

15Z50 (1SG/MSG)

KD REQUIREMENTS

MQ: Minimum of 24 months as a First Sergeant, Senior Aviation Operations Sergeant, or ATC Operations Chief with high enumerations not necessarily consecutive

HQ: Minimum of 24 months as a First Sergeant, Senior Aviation Operations Sergeant, or ATC Operations Chief with mid-level enumerations not necessarily consecutive

MIL/CIV EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: 4+ from Training Courses below in addition to the SMs specific career field prior to transition to MOS 15Z:

HQ: 1-3 from Training Courses below in addition to the SMs specific career field prior to transition to MOS 15Z

Training Courses (not ordered by preference):
How the Army Runs Course, Capabilities Development Course, Manpower and Force Management Course, Army Knowledge Management Qualification Course, Battle Staff, Mission Command Digital Master Gunner Course, SHARP Intermediate Course Graduate, EOL Course, MFT, Airborne, Air Assault, SERE-C, Ranger

Note: A pattern of consistently completing military training should be looked at as favorable.

BROADENING ASSIGNMENTS

MQ: Maximum of 36 months as Equal Opportunity Advisor; Senior DARR NCO; Assistant Commandant; SGL; Proponent NCO; Talent Management NCO with high enumerations not necessarily consecutive

HQ: Maximum of 36 months as Equal Opportunity Advisor; Senior DARR NCO; Assistant Commandant; SGL; Proponent NCO; Talent Management NCO with mid-level enumerations not necessarily consecutive

OTHER INDICATORS

Note: SMs career history at the 15Z50 level should indicate a diverse background of experience, education, and accolades highlighted within CMF15 core standards. Other indicators highlight operational impact, leadership presence, joint & interagency experience, community engagement, and a strong history of ethical leadership

MAJOR DUTIES

The aviation senior sergeant supervises aviation activities in a maintenance company/troop, aviation support company/troop and depot maintenance having a mix of aircraft maintenance and/or component repair MOSs. The critical assignment for an aviation MSG is 1SG. Without a tour as a 1SG, the opportunity for promotion to SGM is limited. It is beneficial to career development to serve as a 1SG for 18–24 months; this may consist of more than one assignment. Other important assignments for MSG that are highly rewarding and can significantly improve their tactical and technical skills are OPS SGT, and senior career advisor.

KD REQUIREMENTS

MQ: Minimum of 24 months as a Command Sergeant Major and or Operations Sergeants Major with high enumerations not necessarily consecutive

HQ: Minimum of 24 months as a Command Sergeant Major and or Operations Sergeants Major with mid-level enumerations not necessarily consecutive

MIL/CIV EDUCATION

MQ: NCOES recognition as a Distinguished Honor Graduate (DHG), Honor Graduate (HG) or Commandant's List (CL)

HQ: NCOES recognition as achieving Superior Academic Achievement

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

TRAINING

MQ: 4+ from Training Courses below in addition to the SMs specific career field prior to transition to MOS 15Z:

HQ: **1-3** from *Training Courses* below in addition to the SMs specific career field prior to transition to MOS 15Z

Training Courses (not ordered by preference):
How the Army Runs Course, Capabilities Development Course, Manpower and Force Management Course, Army Knowledge Management Qualification Course, Battle Staff, Mission Command Digital Master Gunner Course, SHARP Intermediate Course Graduate, EOL Course, MFT, Airborne, Air Assault, SERE-C, Ranger

Note: A pattern of consistently completing military training should be looked at as favorable.

BROADENING ASSIGNMENTS

MQ: Maximum of 24 months Aviation Enlisted Assignment SGM; CSM O/C; Talent Manager; CCAD SGM; Commandant; OPFD SGM; CH TNG Developer with high enumerations not necessarily consecutive

HQ: Maximum of 24 months Aviation Enlisted Assignment SGM; CSM O/C; Talent Manager; CCAD SGM; Commandant; OPFD SGM; CH TNG Developer with mid-level enumerations not necessarily consecutive

OTHER INDICATORS

Note: SMs career history at the 15Z60 level should indicate a diverse background of experience, education, and accolades highlighted within CMF15 core standards. Other indicators highlight operational impact, leadership presence, joint & interagency experience, community engagement, and a strong history of ethical leadership

MAJOR DUTIES

The aviation senior sergeant serves as the principal NCO in an aviation battalion, Combat Aviation brigade, or higher organization. Provides tactical and technical guidance and professional support to subordinates and makes recommendations to supervisors in the accomplishment of their duties. Supervises activities pertaining to operations in a CAB, plans, coordinates, and supervises activities pertaining to organization and training combat operations. The pinnacle of an aviation NCO's career is to be appointed and to serve as a BN or BDE CSM. Movement up the CSM ladder to positions at BDE or higher is based on performance and demonstrated potential to serve at the next command or nominative level. The principal assignments for SGM are OPS SGM, Directorate or Department SGM within U.S. Army Aviation School, and staff assignments at DIV level or higher.