



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



MOS 12B (SSG/SFC)

KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months as a successful Squad Leader or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months as a successful Platoon Sergeant, Senior Engineer Sergeant / Engineer NCO (SMU), Senior Drill Sergeant, or followed by a successful broadening assignment
- HQ SSG:** 24 months as a successful Squad Leader followed by a successful broadening assignments
- HQ SFC:** 24 months as a successful Platoon Sergeant or Senior Engineer Sergeant / Engineer NCO (SMU) followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Bradley Leader Course, Combat Engineer Heavy Track Course, Explosive Ordnance Clearance, Jumpmaster School, Master Fitness Trainer (MFT), Master Gunner, Mine Detection, Pathfinder Course, Ranger School, Rappel Master Course
- MQ SFC:** Sapper Leader Course, Bradley Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Gunner, Ranger School, Rappel Master Course
- HQ SSG:** Air Assault School, Basic Airborne Course, Dog Handler Course, Master Resilience Training (MRT), Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Defense Attaché System (DAS), Drill Sergeant, Instructor, Operations Sergeant, Observer Coach/Trainer (OC/T), Reconnaissance Sergeant, Recruiter, Security Force Assistance Brigade (SFAB), Section Leader, Small Group Leader (SGL), Tactical NCO at USMA, and White House Fellowship Program
- SFC:** Assistant Inspector General, Career Management NCO, Detachment Sergeant, Instructor, Military Science Instructor, Observer Coach/Trainer (OC/T), Operations Sargeant, Sexual Assault Response Coordinators (SARC), Security Force Assistance Brigade (SFAB), Sr. Drill Sergeant, Sr. Small Group Leader, Training Developer, and White House Fellowship



KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months of successful Section Leader or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months of successful Platoon Sergeant or Senior Drill Sergeant followed by a successful broadening assignment
- HQ SSG:** 24 months of successful Section Leader followed by a successful broadening assignments
- HQ SFC:** 24 months of successful Platoon Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Explosive Ordnance Clearance, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course
- MQ SFC:** Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course
- HQ SSG:** Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Defense Attaché, Drill Sergeant, Instructor, Observer-Coach/Trainer (OC/T), Recruiter, Small Group Leader (SGL), Training Developer, and White House Fellowship Program
- SFC:** Assistant Inspector General, Career Management NCO, Military Science Instructor, Observer-Coach/Trainer (OC/T), Operations Sergeant, Sexual Assault Response Coordinators (SARC), Sr. Drill Sergeant, Sr. Small Group Leader, Sr. Instructor, Tactical NCO at USMA, Training Developer, Reconnaissance Sergeant, and White House Fellowship



MOS 12D (SSG/SFC/MSG)

KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months as a successful Diving Supervisor, Recovery NCO, or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months as a successful Senior Diving Supervisor, or Senior Drill Sergeant followed by a successful broadening assignment
- MQ MSG:** 30 - 36 months as a successful First Sergeant followed by a successful broadening assignment

- HQ SSG:** 24 months Diving Supervisor or Recovery NCO followed by a successful broadening assignments
- HQ SFC:** 24 months as a Senior Diving Supervisor followed by a successful broadening assignment
- HQ MSG:** 24 months as a First Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Army Reconnaissance Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course, and Training With Industry (TWI) Program
- MQ SFC/MSG:** Sapper Leader Course, Army Reconnaissance Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course
- HQ SSG:** Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC/MSG:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Drill Sergeant, Instructor, Recruiter, Training Developer, and Training With Industry (TWI)
- SFC:** Combat Developer NCO, Diver Liaison NCO, Master Diver, Sr. Drill Sergeant, Sr. Training Management NCO, and Instructor
- MSG:** Master Diver and Training Developer Diver Supervisor



MOS 12H (SSG/SFC)

KEY DEVELOPMENT POSITIONS

MQ SSG: 30 - 36 months as a successful Construction Squad Leader, General Construction Supervisor, Construction Section Leader, or Drill Sergeant followed by a successful broadening assignment
MQ SFC: 30 - 36 months as a successful Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant, or Senior Drill Sergeant followed by a successful broadening assignment

HQ SSG: 24 months as a successful Construction Squad Leader, General Construction Supervisor, or Construction Section Leader followed by a successful broadening assignment
HQ SFC: 24 months as a successful Platoon Sergeant, Senior Construction Supervisor, Detachment Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

MQ SSG: Sapper Leader Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course
MQ SFC: Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course
HQ SSG: Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
HQ SFC: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

SSG: Defense Attaché (DAS), Drill Sergeant, Instructor, Observer- Coach Trainer (OC/T), Recruiter, Security Force Assistance Brigade (SFAB), Small Group Leader (SGL), Training Developer, and White House Fellowship Program
SFC: Defense Attaché System (DAS), Instructor, Observer-Coach Trainer (OC/T), Recruiter, Security Force Assistance Brigade (SFAB), Sr. Drill Sergeant, Sr. Small Group Leader (SGL), and Training Developer, and White House Fellowship



MOS 12M (SSG/SFC)

KEY DEVELOPMENT POSITIONS

MQ SSG: 30 - 36 months as a successful Station Chief, Squad Leader, or Drill Sergeant followed by a successful broadening assignment
MQ SFC: 30 - 36 months as a successful Fire Chief, Platoon Sergeant, or Senior Drill Sergeant followed by a successful broadening assignment

HQ SSG: 24 months as a successful Station Chief or Squad Leader followed by a successful broadening assignment
HQ SFC: 24 months as a successful Fire Chief or Platoon Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

MQ SSG: Sapper Leader Course, Emergency Medial Responder, Hazmat Technician, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Rappel Master Course, Rescue Technician I, Rope Rescue I and II, Structural Collapse Rescue I and II, Technical Rescuer I-Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II.

MQ SFC: Sapper Leader Course, Hazmat Technician, Jumpmaster School, Master Fitness Trainer (MFT), Rappel Master Course, Rescue Technician I, Rope Rescue I and II,, Structural Collapse Rescue I and II, Technical Rescuer I- Confined Space Rescue I & II, Trench Rescue I and II, Vehicle and Machinery Rescue I and II

HQ SSG: Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

HQ SFC: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

SSG: Defense Attaché (DAS), Drill Sergeant, Fire Inspector, Instructor, Observer Coach/Trainer (OC/T), Recruiter, Training Developer, and White House Fellowship Program

SFC: Assistant Inspector General, Instructor, Observer-Coach/ Trainer (OC/T), Sexual Assault Response Coordinator (SARC), Sr. Drill Sergeant, Training Developer, and White House Fellowship



MOS 12N (SSG/SFC)

KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months as a successful Squad Leader, Horizontal Construction Supervisor, or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months as a successful Platoon Sergeant, Detachment Sergeant, or Senior Drill Sergeant followed by a successful broadening assignment
- HQ SSG:** 24 months as a successful Squad Leader or Horizontal Construction Supervisor followed by a successful broadening assignment
- HQ SFC:** 24 months as successful Platoon Sergeant or Detachment Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course, Training With Industry (TWI)
- MQ SFC:** Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course, Training With Industry (TWI)
- HQ SSG:** Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Construction Foreman, Defense Attaché (DAS), Drill Sergeant, Instructor, Observer-Coach Trainer (OC/T), Recruiter, Security Force Assistance Brigade (SFAB), Small Group Leader (SGL), Training Developer, and Training With Industry (TWI) Program
- SFC:** Assistant Inspector General, Career Management NCO, Defense Attaché (DAS), Instructor, Observer-Coach Trainer (OC/T), Operations Sergeant, Recruiter, Section Sergeant, Security Force Assistance Brigade (SFAB), Sr. Drill Sergeant, Sr. Small Group Leader (SGL), Training Developer, Training With Industry (TWI) Program, and White House Fellowship



MOS 12P (SSG/SFC)

KEY DEVELOPMENT POSITIONS

MQ SSG: 30 - 36 months as a successful Prime Power Section Lead, Prime Power Team Leader, Senior Power Station Electrician, Senior Power Station Mechanic, or Senior Power Station Instrumentation Technician followed by a successful broadening assignment

MQ SFC: 30 - 36 months as a successful Prime Power Supervisor followed by a successful broadening assignment

HQ SSG: 24 months as a successful Prime Power Section Lead, Prime Power Team Leader, Senior Power Station Electrician, Senior Power Station Mechanic, Senior Power Station Instrumentation Technician followed by a successful broadening assignment

HQ SFC: 24 months as a successful Prime Power Supervisor followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

MQ SSG: Sapper Leader Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course

MQ SFC: Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course

HQ SSG: Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

HQ SFC: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

SSG: Combat Developer, Drill Sergeant, Defense Attaché System (DAS), Engineer Maintenance Technician, Facilities Project Coordinator, Instructor/Writer, Prime Power NCO Recruiter, and Training Developer

SFC: Assistant Inspector General, Instructor/Writer, Intelligence Sergeant, Operations Sergeant, Sexual Assault Response Coordinator (SARC), Sr. Drill Sergeant, Training Developer, and White House Fellowship



MOS 12T (SSG/SFC)

KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months as a successful Technical Engineer NCO, Technical Topographic Survey NCO, or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months as a successful Senior Topographic Survey NCO, Senior Technical Engineer NCO, or Senior Drill Sergeant followed by a successful broadening assignment
- HQ SSG:** 24 months as a successful Technical Engineer NCO or Technical Topographic Survey NCO followed by a successful broadening assignment
- HQ SFC:** 24 months as a successful Senior Topographic Survey NCO or Senior Technical Engineer NCO followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course
- MQ SFC:** Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Operational Contract Support Course, Ranger School, Rappel Master Course
- HQ SSG:** Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Defense Attaché (DAS), Drill Sergeant, Instructor, Observer-Coach Trainer (OC/T), Security Force Assistance Brigade (SFAB), Small Group Leader (SGL), Training Developer
- SFC:** Assistant Inspector General, Instructor, Training Developer, Sexual Assault Response Coordinator (SARC), Sr. Drill Sergeant, Sr. Small Group Leader (SGL), Sr. Training Management NCO, and White House Fellowship

MOS 12Y (SSG/SFC/MSG)



KEY DEVELOPMENT POSITIONS

- MQ SSG:** 30 - 36 months as a successful Squad Leader, Geospatial Engineer Supervisor, Geospatial Database Manager, or Drill Sergeant followed by a successful broadening assignment
- MQ SFC:** 30 - 36 months as a successful Senior Geospatial Engineer Supervisor or Senior Drill Sergeant followed by a successful broadening assignment
- MQ MSG:** 30 - 36 months as a successful First Sergeant or followed by a successful broadening assignment
- HQ SSG:** 24 months as a successful Squad Leader, Geospatial Engineer Supervisor, or Geospatial Database Manager followed by a successful broadening assignment
- HQ SFC:** 24 months as a successful Senior Geospatial Engineer Supervisor followed by a successful broadening assignment
- HQ MSG:** 24 months as a successful First Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

- MQ SSG:** Sapper Leader Course, Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course
- MQ SFC/MSG:** Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Ranger School, Rappel Master Course
- HQ SSG:** Air Assault School, Basic Airborne Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)
- HQ SFC/MSG:** Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

- SSG:** Defense Attaché, Drill Sergeant, Instructor, Recruiter, Small Group Leader (SGL), Training Developer, and White House Fellowship Program
- SFC:** Defense Attaché, Observer-Coach/Trainer (OC/T), Recruiter, Sr. Drill Sergeant, Sr. Instructor, Sr. Small Group Leader (SGL), Training Develop, and White House Fellowship
- MSG:** Assistant Inspector General, Defense Attaché System, Sr. Instructor, Sr. Career Management NCO, Sr. Combat Development NCO, Sr. Geospatial Engineer Operations Sergeant, and White House Fellowship



KEY DEVELOPMENT POSITIONS

MQ MSG: 30 - 36 months as a successful First Sergeant followed by a successful broadening assignment

HQ MSG: 24 months as a successful First Sergeant followed by a successful broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

MQ MSG: Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course

HQ MSG: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

MSG: Assistant Inspector General, Defense Attaché, Operational Advisor, Operations Sergeant, Sr. Career Management NCO, Sr. Combat Development NCO, Observer-Coach/Trainer (OC/T), Sr. Engineer NCO (Special Operations Aviation Command), Sr. Instructor, Sr. Research Development Test & Evaluation (RDTE) NCO, and White House Fellowship



MOS 12Z (MSG)

KEY DEVELOPMENT POSITIONS

MQ MSG: 30 - 36 months as a successful First Sergeant followed by a successful generating or broadening assignment

HQ MSG: 24 months as a successful First Sergeant followed by a successful generating or broadening assignment

Note: Successfully is defined as an NCO who is highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file.

Drill Sergeant duty (for SSGs) and Senior Drill Sergeant duty (for SFCs) may fulfill the requirements of KD time if the NCO has not been afforded opportunities in an operational assignment: CMF 12 NCOs should continue to seek KD opportunities in operational positions after completing Drill Sergeant duties to be considered competitive with their peers.

The NCO's priority should be successful completion of Key Developmental assignments for the timeframes noted for Most Qualified, followed by successful duty time in broadening assignments.

TRAINING

MQ MSG: Sapper Leader Course, Joint Engineer Operations Course (JEOC), Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Ranger School, Rappel Master Course

HQ MSG: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, Master Resilience Training (MRT), and Sexual Harassment/Assault Response and Prevention (SHARP) Course, Tactical Combatives Course (Level II)

BROADENING ASSIGNMENTS

MSG: Assistant Inspector General, Brigade Operations Sergeant NCOIC, Defense Attaché System, Operational Advisor, Security Force Assistance Brigade (SFAB), Sr. Career Advisor, Sr. Combat Development NCO, Sr. Military Science Instructor Sr. Observer-Coach/Trainer (OC/T), Sr. Research Development Test & Evaluation NCO, Chief Instructor/Writer, Sr. Training Developer, and White House Fellowship



MOS 12A (SGM/CSM)

KEY DEVELOPMENT POSITIONS

MQ/HQ CSM/SGM: *Eligibility requirements are published annually through MILPER messages

Engineer Sergeant Major (PDPC 6S or 7S) or Command Sergeant Major (PDPC 6C or 7C) competing for BN or BDE CSL appointment.

TRAINING

MQ CSM/SGM: Jumpmaster School, Master Fitness Trainer (MFT), Pathfinder Course, Rappel Master Course

HQ CSM/SGM: Air Assault School, Basic Airborne Course, Battle Staff NCO Course, How the Army Runs Course, Joint Engineer Operations Course (JEOC)

BROADENING ASSIGNMENTS

CSM/SGM: NCOA Commandant, CSM Observer Coach/Trainer (OC/T), Brigade Engineer Battalion (BEB) OC/T, BDE CSM OC/T, BEB CSM Security Force Assistance Brigade (SFAB), Chief Career Management NCO, Senior Operational Advisor, Army Congressional Fellowship, HQDA Strategic Broadening Seminar Program, US Army Sergeant Major Academy Fellowship (SGM who served in 6C/7C/7S positions)