



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)
- Career Manager (Proponent)
- Inspector General NCO
- Military Science Instructor (MSI)
- EOA / SARC
- AC/RC Positions
- Doctrinal Developer/Writer

OTHER INDICATORS MQ/HQ

MQ:

- Expert Soldier Badge
- Master Instructor Badge
- Recruiter Gold Badge
- SGT Audie Murphy Club Inductee (CONUS)
- SGT Morales Club Inductee (OCONUS)
- Brigade level or higher Instructor of the Year
- Brigade level or higher NCO of the Year
- Drill Sergeant of the Year
- "Best of Series" (Winner)
- Professional Military Writing Peer Reviewed Article (Published)
- Military Outstanding Volunteer Service Medal (MOVSM)

HQ:

- Senior Instructor Badge
- Recruiter Silver Badge
- NCO of the Quarter
- "Best of Series" (Completed)
- Drill Sergeant Leader

Q:

- Basic Instructor Badge
- Basic Recruiter Badge



CRITICAL DEVELOPMENT POSITIONS

MQ SSG: 36+ months cumulative successful service as a SSG with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ SSG: 24+ months cumulative successful service as a SSG with strong evaluations regarding potential with supporting enumeration.

Qualified SSG: 18+ months cumulative successful service as a SSG.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SSG: Completion of two or more advanced skill / functional courses.

HQ SSG: Completion of one or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- Cyber Operations NCO (Offensive/Defensive/Expeditionary Cyber Team)
- Mult-Domain Task Force (MDTF / MDEB)
- SMU (SOF/Ranger Regiment/Great Skills)

CRITICAL DEVELOPMENT ASSIGNMENTS

- Cyber WR (Senior proficiency)
- Cyber Operations Supervisor
- SF Cyber Ops Specialist
- Platoon Sergeant

MOS BROADENING ASSIGNMENTS

- Drill Sergeant
- Instructor/Writer
- Training with Industry (TWI)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- Noncommissioned officer academy (NCOA) Small Group Leader (SGL)

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)

CRITICAL DEVELOPMENT POSITIONS

MQ SFC: 36+ months cumulative successful service as a SFC with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ SFC: 24+ months cumulative successful service as a SFC with strong evaluations regarding potential with supporting enumeration.

Qualified SFC: 18+ months cumulative successful service as a SFC.

Note: Special consideration should be given to those who are working or have successfully served in a 17C5 position.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SSG: Completion of two or more advanced skill / functional courses.

HQ SSG: Completion of one or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- Cyber Operations Supervisor
- Multi-Domain Expeditionary Battalion (MDEB)
- SMU (SOF/Ranger Regiment/Great Skills)

CRITICAL DEVELOPMENT ASSIGNMENTS

- Cyber WR (Senior proficiency)
- Cyber Operations Chief
- Team NCOIC
- CEMA or Cyber Planner
- Detachment Sergeant

MOS BROADENING ASSIGNMENTS

- Drill Sergeant
- Senior Drill Sergeant
- Instructor/Writer
- Training with Industry (TWI)
- Cyber Operations-Integrated Planning Elements (CO-IPE)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- Senior Writer/Developer
- Noncommissioned officer academy (NCOA) Small Group Leader (SGL)
- Professional Development NCO (HRC)

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)
- SEJPME I Completion

CRITICAL DEVELOPMENT POSITIONS

MQ MSG: 24+ months cumulative successful service as a 1SG with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at the next higher grade. Special consideration should be given to those who have successful service as an HSC / HHC 1SG.

HQ MSG: 12+ months as a 1SG with strong evaluations regarding potential with supporting enumeration.

Qualified MSG: 12+ months cumulative successful service as a MSG.

Note: Special consideration should be given to those who are or have successfully served as a SGM or those working in a 17Z6 position.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SSG: Completion of two or more advanced skill / functional courses.

HQ SSG: Completion of one or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- Cyber Operations Chief
- Multi-Domain Expeditionary Battalion (MDEB)
- SMU (SOF/Ranger Regiment/Great Skills)

CRITICAL DEVELOPMENT ASSIGNMENTS

- First Sergeant
- Senior Enlisted Leader
- Senior Cyber Ops Chief
- G/J Staff NCOIC
- Operations Sergeant / NCOIC

MOS BROADENING ASSIGNMENTS

- Senior Instructor
- Training Developer/Writer
- Capabilities Development NCO
- Senior Career Management NCO
- Cyber Operations-Integrated Planning Elements (CO-IPE)
- Special Mission Unit (SMU)/Special Operations Forces (SOF)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- Army Cyber Institute (ACI)

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)

CRITICAL DEVELOPMENT POSITIONS

MQ SSG: 36+ months cumulative successful service as a SSG with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ SSG: 24+ months cumulative successful service as a SSG with strong evaluations regarding potential with supporting enumeration.

Qualified SSG: 18+ months cumulative successful service as a SSG.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SSG: Completion of two or more advanced skill / functional courses.

HQ SSG: Completion of one or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- MBCT, CAB, DIV, MDTF, DIVAD
- SMU (SOF/SOAR/Ranger Regiment)
- Joint Interagency Intergovernmental

CRITICAL DEVELOPMENT ASSIGNMENTS

- SR Team Chief
- CEMA Sergeant
- EW Sergeant
- Operations SGT/NCO
- Squad Leader

MOS BROADENING ASSIGNMENTS

- Drill Sergeant
- Recruiter
- Instructor/Writer
- Training with Industry (TWI)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- Noncommissioned officer academy Small Group Leader (SGL)
- EW NCO Army Research Labs
- Operations NCO Cyber Center of Excellence (CCE)

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)

CRITICAL DEVELOPMENT POSITIONS

MQ SFC: 36+ months cumulative successful service as a SFC with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ SFC: 24+ months cumulative successful service as a SFC with strong evaluations regarding potential with supporting enumeration.

Qualified SFC: 18+ months cumulative successful service as a SFC.

Note: Special consideration should be given to those who are working or have successfully served in a 17E5 position.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SSG: Completion of two or more advanced skill / functional courses.

HQ SSG: Completion of one or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- MBCT, CAB, DIV, CORPS, MDTF, DIVAD
- SMU (SOF/SOAR/Ranger Regiment)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- US Army Cyber Command (ARCYBER)

CRITICAL DEVELOPMENT ASSIGNMENTS

- EW Platoon Sergeant
- SR EW Sergeant
- CEMA Supervisor
- CEMA NCO

MOS BROADENING ASSIGNMENTS

- Drill Sergeant
- Recruiter
- Instructor/Writer
- Training with Industry (TWI)
- Noncommissioned officer academy (NCOA) Small Group Leader (SGL)
- EW NCO Observer Controller/Trainer (OC/T)
- Proponent Career Management NCO
- NATO, US Army Element, Land Section

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)

CRITICAL DEVELOPMENT POSITIONS

MQ MSG: In order of preference: 24+ months cumulative successful service as a CEMA NCOIC with a consistent pattern of “far exceeded” NCOER rating and Senior Rater comments of strong potential to serve at the next higher grade. 24+ months accumulative successful service as a 1SG with a consistent pattern of “far exceeded” NCOER ratings and Senior Rater comments of strong potential to serve at the next higher grade. Special consideration should be given to those who have successful service as an HSC / HHC 1SG.

HQ MSG: 12+ months as a 1SG or CEMA NCOIC with strong evaluations regarding potential with supporting enumeration.

Qualified MSG: 12+ months cumulative successful service as a MSG.

Note: Special consideration should be given to those who are or have successfully served as a SGM or those working in a 17Z6 position.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program and/or civilian certification/credentialing**
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ MSG: Completion of four or more advanced skill / functional courses.

HQ MSG: Completion of three or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- MBCT, CAB, DIV, CORPS,
- Multi-Domain Task Force (MDTF), DIVAD
- Special Mission Unit (SMU)
- Special Operations Forces (SOF)
- Joint Interagency Intergovernmental and Multinational (JIIM)
- EW SR NCO ARCYBER

CRITICAL DEVELOPMENT ASSIGNMENTS

- CEMA NCOIC
- EW Sergeant NCOIC
- First Sergeant

MOS BROADENING ASSIGNMENTS

- HRC PD NCO
- Army Cyber Institute (ACI)
- SR EW NCO OC/OCT
- Training with Industry (TWI)
- Combat Training Center Ops

OTHER INDICATORS FOR MQ

- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)

CRITICAL DEVELOPMENT POSITIONS

MQ SGM/CSM: 36+ months cumulative successful service as a SGM/CSM with a consistent pattern of “far exceeded” NCOER ratings and senior rater comments of strong potential to serve at the next higher grade.

HQ SGM/CSM: 24+ months as a SGM/CSM with strong evaluations regarding potential with supporting enumeration.

Qualified SGM/CSM: 12+ months cumulative successful service as a SGM/CSM.

Note: Special consideration should be given to those SGMs who have been selected for or have attended SMAP.

MILITARY / CIVILIAN EDUCATION

MQ:

- Distinguished Honor Graduate
- Honor Graduate
- Distinguished Leader Award
- **Completed College Degree**
- Lean Six Sigma Black Belt

HQ:

- Commandants List
- Exceeded Course Standard
- Superior Academic Achievement
- **Enrolled in College Degree seeking program** and/or civilian certification/credentialing
- Lean Six Sigma Green or Yellow Belt

Qualified: Graduate of required PME or Military Course.

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

TRAINING

MQ SGM/CSM: Completion of five or more advanced skill / functional courses.

HQ SGM/CSM: Completion of four or more advanced skill / functional courses

OPERATIONAL ASSIGNMENTS

- Operations/Training SGM
- BN/BDE/Garrison CSM
- Corps/CCoE NCOA CSM
- G39/CEMA SGM
- Joint Forces Headquarters (JFHQ)/CO-IPE SEL

CRITICAL DEVELOPMENT/BROADNING ASSIGNMENTS

- Proponent SGM
- Cyber Training and Education Division SGM (CTED)
- SGM-A Instructor
- Army Cyber Institute (ACI) SGM

OTHER INDICATORS FOR MQ

- NLC Complete
- Master Skill Level – Work Role Certification
- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- Recruiter Badge (Silver/Gold)
- Saint Isidore Award (Cyber AFCEA)
- SEJPME I & II Completion