

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



KEY DEVELOPMENT POSITIONS

MQ:

SSG: 30 or more months of successful experience as a Special Agent serving as a Case Agent or Protective Services Agent and demonstrated excellence in a variety of Key Unit Specific Duties.

SFC: 30 or more months of successful experience as a Special Agent serving as a Case Agent or Protective Services Agent and demonstrated excellence in a variety of Key Unit Specific Duties.

MSG: 30 or more months of successful experience as a Special Agent and demonstrated excellence in a variety of Key Unit Specific Duties.

HQ:

SSG: 18-29 months of successful experience as a Special Agent serving as a Case Agent or Protective Services Agent and demonstrated excellence in at least one Key Unit Specific Duty.

SFC: 18-29 months of successful experience as a Special Agent and demonstrated excellence in at least one Key Unit Specific Duty.

MSG: 18-29 months of successful experience as a Special Agent and demonstrated excellence in at least one Key Unit Specific Duty.

**Successfully is defined as NCO who has highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. NCOs with rated successful positions at the next higher grade should be looked at favorably.*

MILITARY / CIVILIAN EDUCATION

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- Distinguished Honor Graduate
- Honor Graduate
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- Lean Six Sigma Black Belt

HQ:

- Commandants List
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- Enrolled in College Degree seeking program and/or civilian certification/credentialing
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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: ALC, Protective Services Training

SFC: SLC, Special Victims Capabilities Course

MSG: MLC, Advanced Crime Scene Investigative Techniques

HQ:

SSG: ALC, Child Abuse Prevention Investigative Techniques

SFC: SLC, Protective Services Training

MSG: MLC, Crime and Criminal Intelligence

BROADENING / KEY UNIT SPECIFIC ASSIGNMENTS

SSG: [Instructor/Writer, Small Group Leader](#). Protective Services Agent, Primary/Alternate Evidence Custodian, Evidence Response Team, Crisis Negotiation Response Team, or Firearms Instructor.

SFC: [Instructor/Writer, Small Group Leader, Talent MGMT NCO, Career Management NCO](#). Field Training Agent, Behavioral Threat Assessment Consultant, Forensic Science Technician, or Defensive Tactics Instructor.

MSG: [Senior PDNCO, Inspector General NCO, EO Advisor](#). Supervisory Special Agent, Investigation and Operations Desk Officer, Field Training Lead, Evidence Response Team Program Manager, or Field Office Tactics Advisor.

OTHER INDICATORS FOR MQ

SSG/SFC/MSG:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- NCO of the Year/Quarter
- Instructor Badge (Basic/Senior/Master)
- CID Special Agent of the Year
- CID Special Agent Digital Forensic Examiner of the Year



KEY DEVELOPMENT POSITIONS

MQ:

SGM/CSM: Successful completion of CSM for 30 to 36 month period

HQ:

SGM/CSM: Successful completion of CSM for 24 to 30 months

*Successfully is defined as NCO who has highly enumerated (MQ/HQ) on NCOERs contributing to an overall strong board file. NCOs with rated successful leadership time at the next higher grade should be looked at favorably.

MILITARY / CIVILIAN EDUCATION

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TRAINING

MQ:

SGM/CSM: Pre-Command Course

HQ:

SGM/CSM: Law Enforcement Senior Leaders Course, Force Management Orientation Course, How the Army Runs

BROADENING / CRITICAL DEVELOPMENT ASSIGNMENTS

SGM/CSM: Directorate of Training (USAMPS) SGM, Directorate of Plans and Operations (USAMPS) SGM, Basic Military Police Training Division (USAMPS) SGM, NCOA Assistant Commandant (MSCOE), Observer-Coach CSM (2x BN CSM OCT), Enlisted MP Branch SGM, Military Working Dog Program SGM, USASMA Small Group Leader, and USASMA Fellowship positions and should serve in the position for 24 months. Battalion/Brigade/Group Operations Sergeant Major, Facility SGM, DES SGM, Chief Career Management NCO, G2/G3 Sergeant Major at CID Headquarters, MDW Provost SGM, and TRADOC/FORSCOM/IMCOM/USAREUR-AF/USARPAC Provost NCO.

OTHER INDICATORS FOR MQ

SGM/CSM:

- Expert Soldier Badge
- Audie Murphy/SGT Morales member
- Order of the Marechaussee